

2025 Annual Assessment Improvement Plans

Pueblo Community College

Agricultural Production.....	1
Automotive Technology	7
Behavioral Health	19
Biological & Physical Sciences.....	26
Business & Accounting	47
Computer Information Systems	62
Cosmetology	78
Culinary Arts	99
Dental Hygiene	103
Early Childhood Education	111
Emergency Medical Services	117
English & Communication	125
Fine Arts & Humanities	143
Fire Science	159
Health Information Technology.....	169
Health Professional.....	177
History & Criminal Justice.....	184
Law Enforcement Academy.....	198
Machining & Industrial Technology Maintenance	202
Mathematics	215
Media Communications	222
Medical Assisting	233
Nurse Aide	241
Nursing	245
Occupational Therapy Assistant.....	264
Physical Therapist Assistant.....	270
Radiologic Technology	277
Respiratory Therapy	289
Social Sciences	293
Surgical Technology	308
Welding.....	315

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Agricultural Production

1. What Did You Do?

No data

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Re-establishing course offerings and defining a structured assessment plan will be critical to the program's success.	Establish assessment activities for Faculty, part-time instructors and CE staff. Results can be used to make curriculum changes and improve performance rates over the targeted 70%.	Unknown	Department Chair- Agricultural Production	-

A. Assessment Activities

Activities to Continue:

Like last year, the only assessment data coming in from Agriculture or UAS will be from concurrent enrollment instructors. The courses are being taught by instructors in Florence High School, Canon City High School, and Mancos High School. Additional enrollment is expected through the rural college consortium; however, they won't be our instructors and thus can't require assessment from them. The two courses to be assessed will be AGB 1002: Foundations of Agri-Business and ASC 1100: Animal Science. We will continue to assess ISLO 4 in order to develop more accurate data in that category.

Activities to Modify:

As we have built stronger connections with out CE instructors, we will be able to work through potential changes. This year there are no changes being made.

Activities to Add:

No; however, this year I will be focusing on ensuring all CE instructors submit their assessments and will work with them to decide which PSLO's to plan to evaluate for the 27-28 academic year. This year we will continue to assess ISLO 4.

B. Participation

I have not been well connected with the CE instructors in Florence and Canon City up to this point. I have begun to schedule meetings with them to work through these hurdles. Additionally we are working closely with the new CCHS administration to better understand how they want us to interact with their faculty. The new Principal shared the focus for CCHS this year is rigor, which will be interesting to see how our assessment data and response rates change with more local support at the high school.

2. What Did You Learn?

No data

2A. Institution-Level (ISLO) Performance

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Agricultural Production	All 100% results - please clarify	There was a very small sample size of responses, skewing the data. Increased response rates and more intentional assessment will give us a better picture of where our students are at into the future.
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	-	-
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	100.00%	There was a very small sample size of responses, skewing the data. Increased response rates and more intentional assessment will give us a

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
		better picture of where our students are at into the future.
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	100.00%	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Agricultural Production	No PSLO Data	Students may have declared the incorrect program in the past. Our AEA and myself are working to ensure they are enrolled in the appropriate degree, and the assessment data will be aligned.
Agriculture Business	-	-
PSLO	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Create a comprehensive business plan including mission, vision, values, and marketing.	-	-
02. Examine various legal business structures within agriculture.	-	-
03. Discuss consumer trends and determination of value of products and services.	-	-
04. Explain and analyze balance sheets, income statements, cash flows, partial budgets, and enterprise budgets.	-	-
05. Analyze the methods of managing risk and uncertainty in agriculture.	-	-
06. Apply agribusiness foundations to relevant current events, trends, and issues occurring in agriculture.	-	-
Agriculture Crops & Soils	-	-
PSLO	-	-
01. Critically evaluate options and formulate plans that will ensure long-term industry and environmental sustainability.	-	-
02. Employ a systems-thinking approach to the structures of agriculture-related industries.	-	-
03. Critically evaluate knowledge gained from a range of scientific, economic and social sources.	-	-
04. Analyze and scientifically evaluate agricultural and environmental problems to reach appropriate solutions.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Communicate and discuss scientific and industry information with relevant stakeholders.	-	-
06. Employ research methodologies necessary to design, conduct and interpret small scientific research projects.	-	-
Agriculture Production	-	-
PSLO	-	-
01. Critically evaluate options and formulate plans that will ensure long-term industry and environmental sustainability.	-	-
02. Employ a systems-thinking approach to the structures of agriculture-related industries.	-	-
03. Critically evaluate knowledge gained from a range of scientific, economic and social sources.	-	-
04. Analyze and scientifically evaluate agricultural and environmental problems to reach appropriate solutions.	-	-
05. Communicate and discuss scientific and industry information with relevant stakeholders.	-	-
06. Employ research methodologies necessary to design, conduct and interpret small scientific research projects.	-	-
Unmanned Aircraft Systems	-	-
PSLO	-	-
01. Demonstrate safe operations of unmanned aircraft systems.	-	-
02. Analyze acquired drone data.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Demonstrate the process of drone design and/or flight.	-	-
04. Articulate the rules and regulations set forth by the Federal Aviation Administration.	-	-
05. Explain the impacts of weather and climate on drone safety and operation.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Target Achievement Rate	Comments/Clarifications
Course	No CSLO Data	CE instructor relationships had not been fully developed for them to understand their assessment responsibility, or to have my support through the process. That has been remedied and I expect this to change in the upcoming year.
AGB1002 - Foundations of Agri-Business	-	-
UAS1040 - Unmanned Sys Flight & Cntrl	-	-
UAS1050 - UAS Foundations	-	-
UAS2055 - UAS Ground School	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Meet with each CE instructor to designate the assessment they will be evaluating and ensuring they are trained on submission.	100% CE instructor assessment submission.	End of 2026-2027 Academic Year	Brett Burke, Kyle McAlister, Liz Medendorp, Caitrin Smith

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Automotive Technology

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Hands on PASS/FAIL LAB OBJECTIVE	80% Content Mastery of lab objectives offered in all ASE courses	SP25 and Summer of 2025 (if courses run) F25 SP26	All ASE prefix students, Full time Faculty and Adjunct Instructors across 4 campus programs.	This ensures the content mastery

A. Assessment Activities

No data

B. Participation

No data

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Automotive Technology	-	-
ISLO	73.11	-
ISLO1: Critical Thinking & Problem Solving	76.66	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	77.77	-
1b: Explore implications, inferences, assumptions, and alternate solutions	71.37	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	65.03	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	84.17	-
ISLO2: Effective Communication	49.22	-
2a: Organize and express ideas clearly in both written and oral communication	49.22	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	49.22	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
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	63.81	-
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	63.81	-
ISLO5: Professionalism	93.1	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	100	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	100	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	100	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	85.71	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
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	73.11	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Automotive Technology	-	-
Auto Collision Technology	-	-
PSLO	No PSLOs	-
Automotive Technology	-	-
PSLO	-	-
PSLO 13: Identify key shop safety procedures, tool identification and usage, repair manual information, shop equipment.	84.24%	-
PSLO 01: Collect preliminary information on presenting problem from customer.	88.10%	-
PSLO 02: Examine selected vehicle area to verify the problem.	65.12%	-
PSLO 03: Troubleshoot vehicle systems related to problem areas as appropriate for symptoms that present.	68.79%	-
PSLO 04: Interpret vehicle information to determine a diagnosis and repairs needed to correct the problem.	66.80%	-
PSLO 05: Clearly communicate findings (diagnosis of problem and recommended repairs) to customer in repair order.	49.22%	-
PSLO 06: Perform necessary vehicle repairs to correct diagnosed problem.	63.81%	-
PSLO 07: Manage time effectively while conducting repairs.	-	-
PSLO 08: Demonstrate commitment to professional development in the automotive industry.	-	-
PSLO 09: Document compliance with industry practices for automotive repair.	-	-
PSLO 10: Adhere to industry expectations for dress code and professional interactions with coworkers and customers.	77.78%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 11: Express respect and appreciation for coworkers and customers in a diverse automotive industry.	-	-
PSLO 12: Identify shop practices in industry and work place skills, soft skills, critical thinking, trouble shooting skills and professionalism in an Internship or workplace setting.	77.78%	-
Diesel Power Mechanics	-	-
PSLO	No PSLOs	-
Driving	-	-
PSLO	No PSLOs	-
Heavy Equipment Management	-	-
PSLO	No PSLOs	-
Sport Vehicle Technology	-	-
PSLO	No PSLOs	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ASE1002 - Intro to the Automotive Shop	-	-
ASE1010 - Auto Brake Service I	-	-
ASE1011 - Auto Brake Service II	-	-
ASE1020 - Basic Auto Electricity	-	-
01. Research applicable vehicle and service information including vehicle service history, service precautions and technical service bulletins.	84.85%	-
02. Demonstrate knowledge of electrical/electronic series, parallel and series-parallel circuits using principles of electricity; Ohms Law.	81.82%	-
03. Demonstrate proper use of a digital multimeter (DMM) when measuring source voltage, voltage-drop, including grounds, current flow and resistance.	87.88%	-
04. Demonstrate knowledge of the causes and effects from shorts, grounds, opens, and resistance problems in electrical/electronic circuits.	87.88%	-
05. Identify electrical/electronic system components and configuration.	84.85%	-
06. Demonstrate proper use of a test light on an electrical circuit.	84.85%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
07. Use fused jumper wires to check operation of electrical circuits.	87.88%	-
08. Use wiring diagrams to trace electrical/electronic circuits.	84.85%	-
09. Measure key-off battery drain including parasitic draw.	84.85%	-
10. Inspect and test fusible links, circuit breakers, and fuses; determine needed action.	90.91%	-
11. Inspect, test, repair, and/or replace components, connectors, terminals, harnesses, and wiring in electrical/electronic systems including solder repairs; determine needed action.	84.85%	-
12. Perform battery state-of-charge test; determine needed action.	90.91%	-
13. Confirm proper battery capacity for vehicle application; perform battery capacity and load test; determine needed action.	90.91%	-
14. Maintain or restore electronic memory functions.	84.85%	-
15. Inspect and clean battery; fill battery cells; check battery cables, connectors, clamps, and hold-downs.	90.91%	-
16. Perform slow/fast battery charge according to manufacturer's recommendations.	90.91%	-
17. Jump-start vehicle using jumper cables and a booster battery or an auxiliary power supply.	90.91%	-
18. Identify safety precautions for high voltage systems on electric, hybrid, hybrid-electric, and diesel vehicles.	84.38%	-
19. Identify electrical/electronic modules, security systems, radios, and other accessories that require re-initialization or code entry after reconnecting vehicle battery.	84.85%	-
20. Identify hybrid vehicle auxiliary 12volt battery service, repair, and test procedures.	94.44%	-
ASE1023 - Starting & Charging Systems	-	-
ASE1030 - General Engine Diagnosis	-	-
ASE1032 - Ignition System Diag & Repair	-	-
01. Diagnose ignition system related problems such as no-starting, hard starting, engine misfire, poor driveability, spark knock, power loss, poor mileage, and emissions concerns; determine necessary action.	64.71%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Inspect and test ignition primary and secondary circuit wiring and solid state components; test ignition coil(s); perform necessary action.	58.82%	-
03. Inspect and test crankshaft and camshaft position sensor(s), perform necessary action.	58.82%	-
04. Inspect, test, and/or replace ignition control module, powertrain/engine control module; reprogram as necessary.	52.94%	-
05. Diagnose abnormal exhaust color, odor, and sound; determine necessary action	58.82%	-
06. Diagnose engine mechanical, electrical, electronic, fuel, and ignition concerns; determine necessary action	58.82%	-
07. Identify hybrid vehicle internal combustion engine service precautions	47.06%	-
ASE1034 - Autofuel & Emissions Syst I	-	-
ASE1040 - Suspension and Steering I	-	-
01. Research vehicle service information including fluid type, vehicle service history, service precautions, and technical service bulletins.	100.00%	-
02. Disable and enable Supplemental Restraint System (SRS); verify indicator light operation.	88.89%	-
03. Identify suspension and steering system components and configurations.	100.00%	-
04. Inspect rack and pinion steering gear inner tie rod ends including sockets and bellows boots.	100.00%	-
05. Inspect power steering fluid level and condition.	88.89%	-
06. Flush, fill, and bleed power steering system; use proper fluid type per manufacturer specification.	88.89%	-
07. Inspect for power steering fluid leakage.	88.89%	-
08. Remove, inspect, replace, and/or adjust power steering pump drive belt.	88.89%	-
09. Inspect and replace power steering hoses and fittings.	88.89%	-
10. Inspect pitman arm, relay including center-link/intermediate rod, idler arm, mountings, and steering linkage damper.	88.89%	-
11. Inspect tie rod ends/sockets, tie rod sleeves, and clamps.	100.00%	-
12. Inspect upper and lower control arms, bushings, and shafts.	88.89%	-
13. Inspect and replace rebound bumpers.	88.89%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
14. Inspect track bar, strut rods/radius arms, and related mounts and bushings.	88.89%	-
15. Inspect upper and lower ball joints with or without wear indicators.	88.89%	-
16. Inspect suspension system coil springs and spring insulators/silencers.	88.89%	-
17. Inspect suspension system torsion bars and mounts.	88.89%	-
18. Inspect and/or replace front/rear stabilizer bar/sway bar bushings, brackets, and links.	88.89%	-
19. Inspect, remove, and/or replace strut cartridge or assembly; inspect mounts and bushings.	88.89%	-
20. Inspect front strut bearing and mount.	88.89%	-
21. Inspect rear suspension system lateral links/arms/track bars, control/trailing arms.	88.89%	-
22. Inspect rear suspension system leaf spring(s), spring insulators (silencers), shackles, brackets, bushings, center pins/bolts, and mounts.	88.89%	-
23. Inspect, remove, and/or replace shock absorbers; inspect mounts and bushings.	88.89%	-
24. Inspect electric power steering assist system.	77.78%	-
25. Identify hybrid vehicle power steering system electrical circuits and safety precautions.	0.00%	-
26. Describe the function of suspension and steering control systems and components including active suspension, and stability control.	88.89%	-
27. Perform pre-alignment inspection; measure vehicle ride height.	88.89%	-
28. Describe alignment angles of camber, caster and toe.	100.00%	-
29. Inspect tire condition; identify tire wear patterns; check for correct tire size, application including load and speed ratings, and air pressure as listed on the tire information placard/label.	88.89%	-
30. Rotate tires according to manufacturer's recommendations including vehicles equipped with Tire Pressure Monitoring Systems (TPMS).	88.89%	-
31. Dismount, inspect, and remount tire on wheel; balance wheel and tire assembly.	88.89%	-
32. Dismount, inspect, and remount tire on wheel equipped with Tire Pressure Monitoring System (TPMS) sensor.	88.89%	-
33. Inspect tire and wheel assembly for air loss; determine necessary action.	88.89%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
34. Repair tire following vehicle manufacturer approved procedure.	88.89%	-
35. Identify indirect and direct Tire Pressure Monitoring Systems (TPMS); calibrate system; verify operation of instrument panel lamps.	88.89%	-
36. Explain the steps required to remove and replace sensors in a Tire Pressure Monitoring System (TPMS) including relearn procedure.	88.89%	-
ASE1041 - Steering & Suspension	-	-
ASE1051 - Man Trans/Transaxles/Clutch I	-	-
ASE1052 - Man Trans/Transax/Clutch II	-	-
ASE1061 - Engine Repair & Rebuild	-	-
01. Clean and inspect a cylinder head for cracks; check gasket surface areas for warping and surface finish; check passage condition.	78.95%	-
02. Inspect valve springs for square and free-height comparison; determine necessary action.	78.95%	-
03. Replace valve stem seals on an assembled engine; inspect valve spring retainers, locks, keepers and valve lock, keepers and grooves; determine necessary action.	73.68%	-
04. Inspect valve guides for wear; check valve stem-to-guide clearance; determine necessary.	78.95%	-
05. Inspect valves and valve seals; determine necessary action.	78.95%	-
06. Check valve spring assembled height and valve stem height; determine necessary action.	84.21%	-
07. Inspect valve lifters; determine necessary action.	78.95%	-
08. Adjust valves (mechanical or hydraulic lifters).	84.21%	-
09. Inspect and or measure camshaft for run-out, journal wear and lobe wear.	78.95%	-
10. Inspect camshaft bearing surface for wear, damage, out-of-round and alignment; determine necessary action.	84.21%	-
11. Disassemble engine block; clean and prepare components for inspection and reassemble.	78.95%	-
12. Inspect engine block for visual cracks, passage condition, core and gallery plug condition and surface warping; determine necessary action.	84.21%	-
13. Inspect and measure cylinder walls/sleeves for damage, wear and ridges; determine necessary action.	78.95%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
14. Deglaze and clean cylinder walls.	84.21%	-
15. Inspect and measure camshaft bearings for wear, damage, out-of-round and alignment; determine necessary action.	84.21%	-
16. Inspect crankshaft for straightness, journal damage, keyway damage, thrust flange, sealing surface condition and cracks; check oil passage condition; measure end-play and journal wear; check crankshaft position sensor reluctor ring (where applicable); determine necessary action.	84.21%	-
17. Inspect main and connecting rod bearings for damage and wear; determine necessary action.	84.21%	-
18. Identify piston and bearing wear patterns that indicate connecting rod alignment and main bearing bore problems; determine necessary action.	89.47%	-
19. Inspect and measure piston skirts and ring-lands; determine necessary action.	78.95%	-
20. Remove and replace piston pin.	82.35%	-
21. Determine piston-to-bore clearance.	84.21%	-
22. Inspect, measure and install piston rings.	89.47%	-
23. Inspect auxiliary shaft(s) (balance, intermediate, idler, counterbalance or silencer); inspect shaft(s) and support bearings for damage and wear; determine necessary action; re-install and time.	78.95%	-
24. Assemble engine block.	84.21%	-
25. Inspect oil pump gears or rotors, housing, pressure relief devices and pump drive; perform necessary action.	84.21%	-
ASE1062 - Automotive Engine Service	-	-
01. Complete work order to include customer information, vehicle identifying information, customer concern, related service history, cause, and correction.	90.91%	-
02. Inspect, remove and/or replace engine mounts.	95.45%	-
03. Remove cylinder head; inspect gasket condition; install cylinder head and gasket; tighten according to manufacturer's specification and procedure.	95.45%	-
04. Clean and visually inspect a cylinder head for cracks; check gasket surface areas for warpage and surface finish; check passage condition.	95.45%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Inspect pushrods, rocker arms, rocker arm pivots and shafts for wear, bending, cracks, looseness, and blocked oil passages/orifices; determine needed action.	95.45%	-
06. Inspect and replace camshaft and drive belt/chain; includes checking drive gear wear and backlash, end play, sprocket and chain wear, overhead cam drive sprocket(s), drive belt(s), belt tension, tensioners, camshaft reluctor ring/tone-wheel, and valve timing components; verify correct camshaft timing.	95.45%	-
07. Establish camshaft position sensor indexing.	95.45%	-
08. Remove, inspect, and/or replace crankshaft vibration damper (harmonic balancer).	95.45%	-
09. Inspect, remove, and replace water pump.	95.45%	-
10. Remove and replace radiator.	95.45%	-
11. Inspect and test fan(s), fan clutch including electrical or mechanical, fan shroud, and air dams; determine needed action.	95.45%	-
12. Inspect auxiliary coolers; determine needed action.	95.45%	-
13. Inspect, test, and replace oil temperature and pressure switches and sensors.	95.45%	-
ASE2010 - Auto Pwr/ABS Brake Systems	-	-
ASE2021 - Auto/Diesel Body Electrical	-	-
ASE2033 - Auto Fuel Inject/Emissions II	-	-
01. Diagnose (troubleshoot) hot or cold no-starting, poor driveability, incorrect idle speed, poor idle, flooding, hesitation, surging, engine misfire, power loss, stalling, poor mileage, dieseling and emissions problems; determine necessary action.	84.62%	-
02. Check fuel for contaminants; determine necessary action.	84.62%	-
03. Inspect and test fuel pumps and pump control systems for pressure, regulation and volume; perform necessary action.	84.62%	-
04. Inspect throttle body, air induction system, intake manifold and gasket for vacuum leaks and/or unmetered air.	84.62%	-
05. Inspect and test fuel injectors.	84.62%	-
06. Verify idle control operation.	84.62%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
07. Perform exhaust system back-pressure test; determine necessary action.	84.62%	-
08. Diagnose oil leaks, emissions and driveability concerns caused by the positive crankcase ventilation (PCV) valve; determine necessary action.	84.62%	-
09. Diagnose emissions and driveability concerns caused by the exhaust gas recirculation (EGR) valve; determine necessary action.	84.62%	-
10. Diagnose emissions and driveability concerns caused by the secondary air injection and catalytic converter systems; determine necessary action.	84.62%	-
11. Diagnose emissions and driveability concerns caused by the evaporative emissions control systems; determine necessary action.	84.62%	-
12. Inspect and test electrical/electronic sensors, controls and wiring of exhaust gas recirculation (EGR) valve; perform necessary action.	84.62%	-
13. Inspect, test, service and replace components of the EGR system including tubing, exhaust passages, vacuum/pressure controls, filters and hoses; determine necessary action.	84.62%	-
14. Inspect and test electronic/electronically operated components and circuits of air injection systems; perform necessary action.	84.62%	-
15. Inspect and test catalytic converter efficiency.	84.62%	-
16. Inspect and test components and hoses of the evaporative emissions control systems; perform necessary action.	84.62%	-
17. Interpret diagnostic trouble codes (DTCs) and scan tool data related to the emission control systems; determine necessary action.	84.62%	-
ASE2036 - Adv Drivability/Diagnosis/Repr	-	-
ASE2040 - Suspension and Steering III	-	-
ASE2050 - Auto Trans/Transaxle Service	-	-
ASE2051 - Auto Trans/Transaxle Repair	-	-
ASE2052 - Adv Automatic Trans/Transax	-	-
ASE2053 - Adv Manual Transm/Transa	-	-
ASE2060 - Advanced Engine Diagnosis	-	-
ASE2064 - Intro to HVAC Systems	-	-
ASE2065 - HVAC Systems	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ASE2181 - Intern Basic Hvy Dty/Pwr Train	-	-
ASE2182 - Internship: General (Summer)	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Hands on Lab Pass/Fall Diagnosis and equipment mastery	80% Performance Target	2026-2027 academic year	All ASE Faculty and Staff

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Behavioral Health

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
We have a mandatory orientation at the start of each semester.	Go over Professional and Ethical Communication and Technology D2L hands on learning to increase student retention, success, and completion	1st one hosted May 13th from 5-7	Faculty, Staff, Students registered for Summer	-
Add new courses CSLOs with PSLOs into the spread sheet for Elumen	Keep our syllabi updated and update Elumen Information so assessments are accurate and show what students are learning	Summer courses during summer 2025/ Fall courses during Fall 2025	Program Coordinator.	-
Creating a YouTube channel for our instructors to learn through video and me guiding about all the important aspects of teaching at PCC	Help with a system of onboarding that can be referred back to as needed to help instructors feel more knowledgeable and capable in teaching students.	Working on this currently and into Summer 2025	Part-time faculty	-
Create a rubric to cover our ISLOs or PSLOs that is more of a self-evaluation tool for students	Each student will receive theirs at orientation and be assigned a mentor to check in with.	Launch Summer 2025 as a pilot.	Students and Administrative Staff	-

A. Assessment Activities

NOTE: Improvement Planning on hold pending hire of new Department Chair for Behavioral Health (goal is to have the position filled by August 2026 or sooner).

B. Participation

No data

2. What Did You Learn?

No data

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Behavioral Health	-	-
ISLO	62.31	-
ISLO1: Critical Thinking & Problem Solving	45	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	45	-
1b: Explore implications, inferences, assumptions, and alternate solutions	45	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	50	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	40	-
ISLO2: Effective Communication	68.48	-
2a: Organize and express ideas clearly in both written and oral communication	66.67	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	72.46	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	71.01	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	63.77	-
ISLO3: Quantitative Reasoning	100	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	100	-
3b: Represent information as numerical data, functions, and formulae	100	-
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	83.33	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	66.67	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	100	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	66.67	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	100	-
ISLO5: Professionalism	73.21	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	61.9	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	76.19	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	78.57	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	76.19	-
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
Behavioral Health	-	-
PSLO	No PSLO Data - check mapping	-
01. Ethics and Diversity: Make informed decisions that balance diverse needs of clients, and professional ethics.	-	-
02. Clinical Skills: Using theoretical understanding, ability to utilize effective communication techniques including active listening, empathy, and rapport building, documentation, and evaluation.	-	-
03. Self-Awareness and Self-Care: Practice self-awareness and self-care to maintain professional well-being.	-	-
04. Case Management and Cultural Sensitivity: Coordinate Services and resources using cultural sensitivity to address and advocate for client needs.	-	-
Counseling	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Target Achievement Rate	Comments/Clarifications
PSLO	-	-
01. Ethics and Diversity: Make informed decisions that balance diverse needs of clients, and professional ethics.	-	-
02. Clinical Skills: Using theoretical understanding, ability to utilize effective communication techniques including active listening, empathy, and rapport building, documentation, and evaluation.	-	-
03. Self-Awareness and Self-Care: Practice self-awareness and self-care to maintain professional well-being.	-	-
04. Case Management and Cultural Sensitivity: Coordinate Services and resources using cultural sensitivity to address and advocate for client needs.	-	-
Psychiatric Technician	-	-
PSLO	-	-
01. Ethics and Diversity: Make informed decisions that balance diverse needs of clients, and professional ethics.	-	-
02. Clinical Skills: Using theoretical understanding, ability to utilize effective communication techniques including active listening, empathy, and rapport building, documentation, and evaluation.	-	-
03. Self-Awareness and Self-Care: Practice self-awareness and self-care to maintain professional well-being.	-	-
04. Case Management and Cultural Sensitivity: Coordinate Services and resources using cultural sensitivity to address and advocate for client needs.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
BEH1001 - MHCI: Preparedness and Empathy	-	-
BEH1030 - Beh Hlth Case Man & Clin Doc	-	-
BEH1040 - Child, Adult, & Fam Advocacy	-	-
01. Define advocacy in the context of behavioral health and its significance for children, families, and adults.	100.00%	-
02. Analyze the historical and contemporary factors influencing mental health disparities and access to behavioral health services.	100.00%	-
03. Develop a plan to implement effective advocacy strategies to address behavioral health disparities and promote mental health equity.	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Demonstrate the ability to navigate the mental health system, including access to care, insurance, and community resources.	66.67%	-
05. Apply ethical principles and legal considerations in behavioral health advocacy, including client confidentiality and informed consent.	66.67%	-
06. Recommend the destigmatization of mental health issues and the promotion of mental health awareness within communities.	100.00%	-
07. Demonstrate effective communication and collaboration with stakeholders, including children, families, behavioral health professionals, and policymakers.	66.67%	-
BEH2001 - MHCI: Advoc, Interv, & Res	-	-
BEH2030 - Applied Ther Com Skills	-	-
CSL2046 - Ethical Prac in Addic Treat	-	-
01. Outline the roles of the BHA and the Department of Regulatory Agencies (DORA), including process of certification and credentialing to legally practice in Colorado.	100.00%	-
02. Differentiate between privacy and confidentiality.	100.00%	-
03. Demonstrate a capacity for critical thinking in the utilization of ethical decision-making skills.	50.00%	-
04. Navigate the NAADAC's Code of Ethics for the addiction counselor effectively.	100.00%	-
05. Summarize the regulatory process and specific laws pertaining to practice.	100.00%	-
06. Summarize the need for and components of informed consent, confidentiality, and release of information documents as they pertain to mandatory disclosure.	100.00%	-
07. Explain the function of a signed Consent to Treat between treatment agency and client.	100.00%	-
CSL2048 - Advncd Case Concept & Document	-	-
CSL2050 - Motivational Interviewing I	-	-
CSL2051 - Pharmacology I for Counselors	-	-
CSL2052 - Advanced Pharmacology	-	-
CSL2053 - Cognitive Behavior Therapy	-	-
CSL2054 - Trauma Informed Care	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CSL2055 - Infectious Diseases-Counselors	-	-
CSL2056 - Co-occurring Disorders	-	-
CSL2058 - Group Counseling Skills	-	-
CSL2059 - Adv Profession & Ethic	-	-
CSL2061 - Case Concept & Document	-	-
CSL2065 - Culturally Informed Treatment	-	-
CSL2068 - Addiction Counseling Skills	-	-
CSL2069 - Princ of Addiction Treatment	-	-
PTE1010 - Int Behav Health Care and Well	-	-
01. Describe the settings used in the delivery of behavioral health care, to include staff roles.	2.86%	-
02. Apply legal, professional, and ethical considerations important to the delivery of safe and effective behavioral health care.	11.43%	-
03. Identify various communication techniques, including therapeutic communication and motivational interviewing, to assist in developing the skills needed to build therapeutic relationships with clients and improve patient outcomes in behavioral health settings.	12.86%	-
04. Discuss the essential components of clinical documentation of client behaviors and assessment findings in the behavioral health settings.	8.57%	-
05. Define common behavioral and mental health disorders and spectra.	11.43%	-
06. Explore educational and professional behavioral health career pathways.	5.80%	-
PTE1017 - Theor Concepts Psych Care II	-	-
PTE1020 - App. of Behavioral Health Care	-	-
01. Apply the concept of being a healthcare team member in a behavioral health setting.	57.14%	-
02. Demonstrate various communication techniques, including therapeutic communication, motivational interviewing, reflective listening, and the broken record technique.	67.86%	-
03. Demonstrate skills needed to build therapeutic relationships with clients and improve patient outcomes in behavioral health settings.	57.14%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Apply etiology, signs, and symptoms of major behavior and mental health disorders to Behavioral Health Assistant and psychiatric technician interventions.	57.14%	-
05. Differentiate between the various treatment modalities used in the Behavioral Health Assistant's and psychiatric technician's roles in group facilitation, milieu and behavioral management, crisis intervention, trauma-informed care, and recovery.	57.14%	-
06. Demonstrate appropriate assessment and documentation of client behaviors.	60.71%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
-	-	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Biological & Physical Sciences

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
AST 1110: Continue assessment activity to determine next steps based on results obtained.	70% outcome in achievement	Fall 2025	Pueblo campus	Completed
BIO 1010: Extend length of class to reassess activity and outcome	70% outcome in achievement	Fall 2025	Pueblo campus	Completed
BIO 1111: Develop a new assessment activity to assess a new CSLO.	70% outcome in achievement	Fall 2025	Pueblo campus	Completed
BIO 1111: Implement new video to determine impact on student outcome in assessed SLO.	70% outcome in achievement	Fall 2025	Pueblo campus home section online	Completed
BIO 1111: Work with campus and/or division lead to establish activity for ISLO assessment	Establish new activity at ISLO level	Spring 2026	Fremont campus	Completed
BIO 2101: Create 1 new assessment activity to assess current CSLOs	70% outcome in achievement	Fall 2025	Pueblo campus	Completed
BIO 2101: Work with campus and/or division lead to establish activity for ISLO assessment	Establish new activity at ISLO level	Spring 2026	Fremont campus	Completed
BIO 2102: Assign Connect Smartbook activity to determine effect on outcome.	70% outcome in achievement	Fall 2025	Pueblo campus	Completed
BIO 2102: Work with campus and/or division lead to establish activity for ISLO assessment	Establish new activity at ISLO level	Spring 2026	Fremont campus	Completed
BIO 2104: Reassess if new activity should be generated or shift to new CSLO.	70% outcome in achievement	Fall 2025	Pueblo campus	Completed
BIO 2104: Work with campus and/or division lead to establish activity for ISLO assessment	Establish new activity at ISLO level	Spring 2026	Fremont campus	Completed
BIO 2116: Create one new hands-on activity to assess outcome	70% outcome in achievement	Summer 2025	Pueblo campus	Completed
CHE 1009: Provide at least one review activity and determine effect on outcome.	70% outcome in achievement	Fall 2025	Pueblo campus	Completed

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Action	Goal	Timeline	Participants	Status
CHE 1011: Continue assessment activity to determine next steps based on results obtained.	70% outcome in achievement	Fall 2025	Pueblo campus	Completed
GEY 1111: Continue assessment activity to determine next steps based on results obtained.	70% outcome in achievement	Fall 2025	Pueblo campus	Completed

A. Assessment Activities

Activities to Continue:

The Department of Biological and Physical Sciences conducted multiple course-level and program-level assessments during the 2025 academic year across Biology and Chemistry courses. Assessment activities focused on evaluating student achievement of institutional learning outcomes (ISLOs), program student learning outcomes (PSLOs), and course-level student learning outcomes (CSLOs).

Activities to Modify:

Faculty implemented several targeted improvement strategies, including:
 Additional homework assignments using digital learning platforms
 Increased laboratory practice and hands-on experiences
 Case-study based instruction
 Library research support
 Stress management interventions in high-rigor STEM courses

Activities to Add:

Future assessment efforts will focus on refining rubrics, expanding active-learning strategies, and integrating additional instructional supports to improve student success in foundational STEM competencies.

B. Participation

100% participation amongst full-time faculty. Approximately 50% participation amongst part-time faculty. Below is a summary of the department's 2025 assessment results:

Biology (BIO) Assessment Results

Institutional SLO Assessment

Critical Thinking and Problem Solving

SLO 1a Interpret, analyze, and assess available evidence, information, and ideas.

Performance Level	Percentage
-------------------	------------

Exemplary	19%
-----------	-----

Accomplished	60%
--------------	-----

Developing	18%
------------	-----

Beginning	2%
-----------	----

Assessment Method:

Lab practicum and lecture exam questions.

Findings:

Nearly 80% of students demonstrated satisfactory mastery of analytical skills.

Planned Improvement:

Additional homework assignments through Connect and expanded lab exercises will be implemented to increase exemplary performance levels.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

SLO 1b Explore implications, assumptions, and alternative explanations.

Performance Level	Percentage
-------------------	------------

Exemplary	26%
-----------	-----

Accomplished	45%
--------------	-----

Developing	23%
------------	-----

Beginning	7%
-----------	----

Assessment Method:

Laboratory diagnostic exercises involving microbial cultures.

Findings:

While most students met expectations, a moderate portion remain in the developing category.

Planned Improvement:

Laboratory exercises will be expanded and distributed across additional lab sessions to allow more time for skill development.

SLO 1c Construct and defend logical conclusions supported by evidence.

Performance Level	Percentage
-------------------	------------

Exemplary	21%
-----------	-----

Accomplished	44%
--------------	-----

Developing	30%
------------	-----

Beginning	7%
-----------	----

Assessment Method:

Disease case-study research project.

Findings:

Students demonstrated reasonable analytical skills but need additional support in identifying and citing reliable scientific sources.

Planned Improvement:

Library research workshops will be incorporated to strengthen student research skills.

SLO 1d Formulate creative solutions based on contextual information.

Performance Level	Percentage
-------------------	------------

Exemplary	23%
-----------	-----

Accomplished	52%
--------------	-----

Developing	21%
------------	-----

Beginning	3%
-----------	----

Assessment Method:

Unknown microorganism identification lab.

Findings:

Students generally demonstrated the ability to apply analytical reasoning in laboratory settings.

Planned Improvement:

Additional bacterial identification labs will be implemented to reinforce applied critical thinking.

Course-Level Biology Assessments

BIO 2116 – Pathophysiology (Summer 2025)

SLO Analyze how health deviations alter normal physiology

Performance Level	Percentage
-------------------	------------

Exemplary	29%
-----------	-----

Accomplished	40%
--------------	-----

Developing	25%
------------	-----

Beginning	7%
-----------	----

Findings

Performance declined on the second exam for some students, likely due to insufficient prerequisite knowledge from BIO 2102.

Planned Improvement

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Integration of Davis Advantage learning tools
Increased review of prerequisite physiology concepts

BIO 2104 – Microbiology (Fall 2025)

SLO 1 Define and apply microbiological terminology and concepts

Performance Level	Percentage
-------------------	------------

Exemplary	26%
-----------	-----

Accomplished	54%
--------------	-----

Developing	16%
------------	-----

Beginning	2%
-----------	----

Assessment Method: Exam 2

Improvement Plan:

Increased homework activities reinforcing terminology and core concepts.

SLO 2 Apply scientific methods to identify unknown microbes

Performance Level	Percentage
-------------------	------------

Exemplary	14%
-----------	-----

Accomplished	61%
--------------	-----

Developing	19%
------------	-----

Beginning	5%
-----------	----

Assessment Method: Unknown lab identification project

Improvement Plan:

Spread the assignment across multiple lab sessions to allow deeper analysis.

SLO 3 Demonstrate technical laboratory skills

Performance Level	Percentage
-------------------	------------

Exemplary	10%
-----------	-----

Accomplished	59%
--------------	-----

Developing	29%
------------	-----

Beginning	2%
-----------	----

Findings:

A significant percentage of students are still developing laboratory proficiency.

Improvement Plan:

Reorganize laboratory scheduling to increase hands-on practice.

SLO 4 Discuss infectious disease processes

Performance Level	Percentage
-------------------	------------

Exemplary	11%
-----------	-----

Accomplished	61%
--------------	-----

Developing	23%
------------	-----

Beginning	4%
-----------	----

Assessment Method: Disease research project

Improvement Plan:

Implementation of four structured patient case studies to guide student learning.

BIO 1010 – Introduction to Biology

Assessment Focus

Understanding of cell transport mechanisms.

Semester	Students Achieving Exemplary or Accomplished
----------	--

Spring 2025	47.6%
-------------	-------

Fall 2025	65%
-----------	-----

Findings

The addition of structured homework significantly improved student understanding.

Planned Improvement

2025 Annual Assessment Report

Pueblo Community College

Attachment 2: Annual Improvement Plans

Implementation of the Codon Learning platform in Fall 2026 to further enhance student learning.

BIO 1111 – Introductory Biology

Assessment Focus

Interpretation and construction of biological graphs and tables.

Semester Exemplary / Accomplished

Spring 2025 12.2%

Fall 2025 25%

Summer 2025 57.1% (outlier)

Fall 2025 Section Sample (n = 14)

Category Students

Beginning 4

Developing 5

Accomplished 3

Exemplary 2

Findings

Graph interpretation remains challenging for many students.

Planned Improvement

Assignment walkthrough videos

Additional instruction on graphing fundamentals

Improved scaffolding for the Connect learning platform

Program-Level Biology Assessment (2025–2026)

Multiple program-level outcomes were evaluated across biology courses.

Assessment Activities

Outcome Course Assessment Method

Critical Thinking BIO 2116 Disease research project

Fundamental Biology Concepts BIO 1111 Cumulative final quiz

Physiological Deviations BIO 2116 Final exam and diabetes critical-thinking assignment

Homeostasis and Regulation BIO 2101 / BIO 2102 Endocrine disorder project and urinalysis lab report

Scientific Method BIO 1111 / BIO 2102 Practicums and circulatory system exam

Scoring Scale

Score Performance

4 90–100%

3 80–89%

2 70–79%

1 Below 70%

Assessment data are collected in eLumen and analyzed across semesters to monitor student learning trends.

Chemistry (CHE) Assessment Results

CHE 1111 – General College Chemistry

Assessment Focus

Student stress management in a rigorous STEM course.

Assessment Method

Brief stress management instruction was incorporated during the first five minutes of class sessions in collaboration with the psychology department.

Findings

A student survey indicated:

80% of students found the stress-management techniques helpful.

These results were presented in a conference poster and received recognition as Most Inspirational Assessment.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Biological & Physical Sciences	-	-
ISLO	64.43%	-
ISLO1: Critical Thinking & Problem Solving	60.98%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	62.20%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	54.05%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	52.54%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	64.86%	-
ISLO2: Effective Communication	83.19%	-
2a: Organize and express ideas clearly in both written and oral communication	93.75%	-
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	72.31%	-
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	65.28%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	64.15%	-
3b: Represent information as numerical data, functions, and formulae	-	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	68.42%	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
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	Performance Rate (Target = 70%)	Comments/Clarifications
Biological & Physical Sciences	-	-
Animal Science	-	-
PSLO	No PSLOs	We do not offer any true zoology courses
Astronomy	-	-
PSLO	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Describe the fundamental concepts of the Laws of Motion.	68.42%	-
Biology	-	-
PSLO	-	-
Describe fundamental concepts of biology.	61.04%	-
Chemistry	-	-
PSLO	-	-
01. Apply dimensional analysis to problem solving.	59.09%	-
02. Employ conventions of chemical nomenclature.	63.27%	-
03. Apply stress-management techniques to improve concentration, emotional regulation, and perceived stress.	80.00%	-
Environmental Science	-	-
PSLO	No PSLOs	-
Geology	-	-
PSLO	-	-
Describe the fundamental concepts of geology.	84.38%	-
Health & Wellness	-	-
PSLO	-	-
1. Describe fundamental concepts of nutrition.	-	-
2. Evaluate nutritional information for accuracy from trusted sources.	-	-
3. Present nutritional information knowledgeably and professionally.	-	-
Physics	-	-
PSLO	-	-
Apply dimensional analysis to problem solve.	67.74%	-
Science	-	-
PSLO	-	-
Describe the fundamental concepts of science.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ASC1100 - Animal Sciences	-	-
AST1110 - Planetary Astronomy w/Lab: SC1	-	-
18. Breakdown current methods of exoplanet detection.	81.25%	-
AST1120 - Stellar Astronomy w/Lab: SC1	-	-
BIO1004 - Biology:A Human Approach: SC1	-	-
BIO1005 - Science of Biology w/Lab: SC1	-	-
01. Define and utilize terminology, specific facts, experimental methodologies, and general concepts related to the nature of cells and tissues, principles of inheritance, evolution and the diversity of life, relationship of structure and function, and principles of ecology at a survey level.	85.00%	-
BIO1006 - Basic Anatomy and Physiology	-	-
BIO1010 - Biology Foundations	-	-
01. Summarize the basic principles of chemistry that are applicable to biology.	0.00%	-
02. Describe the structure and function of biological macromolecules.	0.00%	-
03. Explain the processes of DNA replication, transcription, and translation.	0.00%	-
04. Describe cell structures and functions.	0.00%	-
05. Compare types of cell transport.	66.67%	-
06. Compare and contrast mitosis, meiosis, and binary fission.	0.00%	-
07. Explain cellular respiration and fermentation.	-	-
08. Describe cell communication	-	-
09. Apply biological information to new contexts.	-	-
10. Communicate scientific knowledge and ideas effectively.	-	-
BIO1016 - Intro to Human Disease: SC2	-	-
01. Describe the major systems of the human body, understand and describe the etiology, pathology, and therapy of selected diseases that affect each system.	80.00%	-
02. Apply lecture and acquired information to patient case studies in order to evaluate diagnostic information, diagnoses, and treatments.	79.31%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Discuss the social impact of the disease on an individual, family, and the community.	79.31%	-
BIO1111 - GenBio I:Molec & Cell/Lab: SC1	-	-
05. Employ scientific methodologies to develop predictions, interpret experimental data, and form conclusions.	42.86%	-
07. Represent and interpret biological graphs, tables and other quantitative information.	24.14%	-
BIO1112 - GenBioII:Ecol&Organism/Lab:SC1	-	-
BIO2101 - Human Anatomy&Phys I w/Lab:SC1	-	-
02. Identify the anatomical structures and explain the physiological functions of body systems.	83.33%	-
03. Explain the principle of homeostasis and the use of feedback loops to control physiological systems in the human body.	100.00%	-
04. Use anatomical knowledge to describe physiological consequences, and use knowledge of function to describe the features of anatomical structures.	42.31%	-
07. Demonstrate laboratory procedures used to examine anatomical structures.	70.00%	-
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.	44.00%	-
05. Explain the interrelationships within and between anatomical and physiological systems of the human body.	61.54%	-
BIO2104 - Microbiology w/Lab: SC1	-	-
01. Define and utilize terminology, specific facts, and general concepts related to basic chemistry, structure and function of microbes, microbial reproduction and genetics, requirements for microbial growth, control of microorganisms, the process of infection, and the host immune response.	85.29%	-
02. Apply the process of science to identify unknown microbes by designing experiments, and analyzing and interpreting results.	79.26%	-
03. Demonstrate technical laboratory skills, such as general laboratory safety, microscopy, aseptic techniques, disposal of microbes, culturing and isolation of bacteria, and methods of identification.	74.26%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Discuss selected infectious disease including the causative agent, epidemiology, process of infection, host response, and methods to control and/or treat the infection.	68.38%	-
BIO2116 - Pathophysiology	-	-
01. Explain the etiology of disease states and imbalances.	100.00%	-
02. Analyze how health deviations alter normal physiology.	75.61%	-
03. Describe the alterations in cells, tissues, and organs that occur with disease and the effects they have on total body function.	100.00%	-
04. Relate the manifestations of diseases to their underlying cellular mechanisms.	100.00%	-
BIO2175 - ST: Hatchery Internship	-	-
CHE1009 - General, Organic, & Biochem	-	-
CHE1011 - Intro to Chemistry I/Lab: SC1	-	-
CHE1012 - Intro to Chemistry II/Lab: SC1	-	-
CHE1111 - Gen College Chem I/Lab: SC1	-	-
01. Apply the vocabulary, symbolism, and nomenclature of chemistry.	72.73%	-
02. Interpret the computed outcome of a chemical calculation to determine its validity.	59.09%	-
03. Apply knowledge of chemical principles to real world situations.	86.36%	-
04. Evaluate experimental observations, statements, and data using deductive reasoning and problem solving skills.	81.82%	-
05. Use experimental observations and data to formulate predictions, propose trends, and identify patterns of physical or chemical behavior.	86.36%	-
06. Synthesize multiple chemical principles to solve complex problems, including stoichiometry, dimensional analysis, solution concentration, and gas laws.	86.36%	-
07. Convert descriptive, conceptual, and experimental information into mathematical equations, graphs, diagrams, and tables and use these results to formulate conclusions and to discuss implications and limitations.	81.82%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Convert mathematical equations, graphs, diagrams, and tables into descriptive or conceptual explanations, and use these results to formulate conclusions.	77.27%	-
09. Develop the methodology or theoretical framework to solve a variety of chemistry problems.	72.73%	-
10. Use the principles of atomic theory, bonding theory, periodic properties, gas laws, and chemical reactivity to formulate predictions, propose trends, and identify patterns of physical or chemical behavior.	86.36%	-
11. Demonstrate communication using logic in presentations, essays, and/or lab reports about topics related to chemistry.	86.36%	-
12. Apply appropriate forms of technology to solve problems or compile information in the study of chemistry.	86.36%	-
13. Perform hands-on chemistry activities and labs with observations of demonstrations and simulations playing a secondary role.	81.82%	-
CHE1112 - Gen College Chem II/Lab: SC1	-	-
ENV1111 - Environmental Sci w/Lab: SC1	Many 100% results - please clarify	Awaiting Clarification from the instructor
01. Define environment, environmental science, and ecology.	100.00%	-
02. Discuss the stages of conservation, preservation, and environmental activism.	100.00%	-
03. Describe the scientific method of inquiry.	100.00%	-
04. Define and explain how the laws of thermodynamics regulate ecosystems.	100.00%	-
05. Summarize the ecological significance of trophic levels, succession and biomes.	100.00%	-
06. Summarize the principles of toxicology and risk assessment.	100.00%	-
07. Analyze how soil characteristics influence soil erosion and degradation.	100.00%	-
08. Explain the water cycle and its relationship to freshwater resources.	100.00%	-
09. Describe the geologic rock cycle and geological hazards.	100.00%	-
10. Evaluate the causes and effects of climate change.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
11. Describe the types and effects of water, air, and soil pollution and how their quality affects biodiversity.	100.00%	-
12. Compare and contrast conventional and sustainable energy sources.	100.00%	-
13. Discuss environmental laws, ethics, and policies.	100.00%	-
14. Relate environmental issues to population and economic growth.	100.00%	-
15. Relate natural hazards and waste management to appropriate land use.	100.00%	-
16. Demonstrate the ability to collect and analyze field data.	100.00%	-
GEY1111 - Physical Geology w/Lab: SC1	-	-
01. Explain how geologists use the scientific method.	84.21%	-
02. Recognize the vastness of geologic time and apply the techniques of relative and absolute dating.	84.21%	-
03. Identify common minerals and rocks based on their observable characteristics.	84.21%	-
04. Describe the characteristics of minerals and their basic chemistry.	84.21%	-
05. Explain the origin of intrusive and extrusive igneous rocks and recognize features associated with each.	84.21%	-
06. Demonstrate an understanding of the weathering processes involved in the transition from bedrock to sediment and soil.	84.21%	-
07. Discuss the processes involved in the formation of sedimentary rocks and relate them to modern and ancient depositional environments.	68.42%	-
08. Demonstrate an understanding of the agents and processes of metamorphism and relate these to the main types of metamorphic rocks.	68.42%	-
09. Analyze the causes and effects of earthquakes and relate seismology to the structure of the earth.	84.21%	-
10. Classify folds and faults, and discuss their origin.	73.68%	-
11. Describe the hydrologic cycle and relate this concept to both surface and subsurface waters.	73.68%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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.	52.63%	-
13. Describe the geologic characteristics of deserts and coasts.	21.05%	-
14. Locate and identify geologic features using topographic and/or geologic maps.	10.53%	-
15. Discuss the basic lines of evidence for Plate Tectonics.	89.47%	-
16. Identify the characteristics of plate boundaries and mantle plumes and their relationship to earthquakes, volcanoes, and mountain building.	82.76%	-
17. Describe the geologic processes responsible for the formation of fossil fuel and ore mineral resources. (RECOMMENDED)	15.79%	-
18. Explain basic planetary geology and how Earth relates to other features in space. (RECOMMENDED)	10.53%	-
19. Demonstrate an understanding of the evidence for climate change and how climate has changed throughout Earth's history. (RECOMMENDED)	68.42%	-
GEY1112 - Historical Geology w/Lab: SC1	-	-
GEY1135 - Environmental Geol w/Lab: SC1	Many 100% results - please clarify	Awaiting clarification from the instructor
01. Discuss how non-geologic components of Earth's system, including human populations, interact with geology.	100.00%	-
02. Relate plate tectonics to earthquakes, volcanoes, and the origin of mineral deposits.	100.00%	-
03. Summarize information that might be useful in predicting and minimizing the risk from geologic hazards.	100.00%	-
04. Identify the characteristics of glaciers and deserts and some of the geologic tools used to study climate change.	100.00%	-
05. Explain the Earth's limited ability to provide resources and why it is important to manage resources responsibly.	100.00%	-
06. Describe the geologic formation of soil, mineral, and fossil fuel resources as well as some of their uses and the environmental impacts associated with their extraction and/or use.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
07. Discuss the pros and cons of energy produced by fossil fuels, nuclear fission, hydropower, wind power, solar energy, geothermal, etc.	100.00%	-
08. Describe the types and effects of pollution on earth systems including soil, surface water, and ground water.	100.00%	-
09. Discuss management strategies for municipal and hazardous chemical, biological, and radioactive waste.	100.00%	-
10. Relate principles of land-use planning to the extraction and use of natural resources, soil conservation, and natural hazards such as floods and landslides	100.00%	-
HWE1050 - Human Nutrition	-	-
HWE1062 - Health and Wellness	-	-
PHY1105 - Conceptual Physics w/Lab: SC1	All results identical - please clarify	Awaiting clarification from the professor
01. Produce both numerical and symbolic solutions to problems using the techniques of estimation, simple algebra, and the concepts of physics.	62.50%	-
02. Apply physics concepts and equations to real world problems.	62.50%	-
03. Conduct scientific experiments, collect data, and draw conclusions.	62.50%	-
04. Explain the ideas of physics in everyday language.	62.50%	-
05. Identify the kinematic variables of displacement, velocity, and acceleration.	62.50%	-
06. Calculate various results using the kinematics equations derived from constant acceleration.	62.50%	-
07. Apply Newton's Laws in various scenarios.	62.50%	-
08. Summarize the conditions that define uniform circular motion (UCM) and identify centripetal acceleration, velocity, and forces in various scenarios.	62.50%	-
09. Define work as it relates to physics (the application of a force through a distance) which leads to a change in an object's kinetic energy.	62.50%	-
10. Calculate various results based on the conservation of total mechanical energy.	62.50%	-
11. Explain the relationship between impulse and momentum and the conservation of momentum in the absence of external forces.	62.50%	-

2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
12. Compare and contrast rotational kinematic variables of angular displacement, angular velocity, and angular acceleration; rotational work and energy; and angular momentum to their linear analogs.	62.50%	-
13. Explain pressure, density, and fluid dynamics through simple applications of Pascal's Principle, of Archimedes' Principle, of the Equation of Continuity, and of Bernoulli's Equation.	62.50%	-
14. Describe the components of an atom and how they create the essential differences among solids, liquids, and gases.	62.50%	-
15. Describe the relationship between heat and temperature, the relationship between heat and phase changes, and the mechanisms of heat transfer (conduction, convection, radiation).	62.50%	-
16. Explain how mechanical or charge oscillations of are sources of waves with attributes of wave velocity, frequency, wavelength, and wave energy.	62.50%	-
17. Calculate the electric field and potential for various geometries.	62.50%	-
18. Analyze simple electrical circuits.	62.50%	-
19. Apply the concepts of magnetism relating to currents, induction, and forces.	62.50%	-
20. Analyze and sketch light waves in various contexts such as reflection, refraction, and diffraction.	62.50%	-
21. (Recommended) Describe wave-particle duality and light quantization.	62.50%	-
22. (Recommended) Demonstrate a conceptual understanding through written descriptions and simple sketches of absorption and emission spectra.	62.50%	-
23. (Recommended) Explain how principles of light quantization, and absorption and emission spectra lead to improved understanding of the true nature of atomic structure.	62.50%	-
PHY1111 - Physics Alg-Based I/Lab: SC1	All results identical - please clarify	awaiting clarification from the instructor
01. Produce both numerical and symbolic solutions to problems using the techniques of algebra, trigonometry, and the concepts of classical physics.	83.33%	-
02. Apply physics concepts and equations to real-world problems and design challenges.	83.33%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Design scientific experiments, collect and analyze data, and draw conclusions.	83.33%	-
04. Communicate the ideas of classical physics both in everyday language and in the language of mathematics.	83.33%	-
05. Explain the difference between scalars and vectors and apply scalar and vector concepts to a variety of real-world problems.	83.33%	-
06. Identify and interpret the kinematic variables of displacement, velocity, and acceleration.	83.33%	-
07. Analyze, apply, and calculate, in both one and two dimensions, results using the kinematics equations derived from constant acceleration.	83.33%	-
08. Analyze, apply, and calculate, under equilibrium and non-equilibrium conditions, results using Newton's Laws.	83.33%	-
09. Summarize the conditions that define uniform circular motion (UCM).	83.33%	-
10. Apply UCM concepts in calculating centripetal acceleration, velocity, and forces on an object.	83.33%	-
11. Define work as the combination of force applied through a distance.	83.33%	-
12. Analyze, apply, and calculate various results based on the Work-Energy Theorem.	83.33%	-
13. Analyze, apply, and calculate various results based on the conservation or non-conservation of total mechanical energy.	83.33%	-
14. Demonstrate an understanding of the relationship between impulse and momentum and how the absence of external forces on a system leads to the conservation of linear momentum.	83.33%	-
15. Analyze, apply, and calculate, in one and two dimensions, various results based on the conservation of linear momentum.	83.33%	-
16. Identify and interpret the rotational kinematic variables of angular displacement, angular velocity, and angular acceleration.	83.33%	-
17. Analyze, apply, and calculate various results using the rotational kinematics equations derived from constant angular acceleration.	83.33%	-
18. Analyze, apply, and calculate, under equilibrium and non-equilibrium conditions, various results in a rotational dynamics context.	83.33%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
19. Compare and contrast rotational work and energy to linear work and energy and the conservation of linear momentum to conservation of angular momentum.	83.33%	-
20. (Recommended) Demonstrate an understanding, both conceptually and mathematically, of the relationship between a simple mass-spring system and the position, velocity, and acceleration of the mass at any given time.	83.33%	-
21. (Recommended) Relate the position and velocity of the mass in a mass-spring system to the energy in the system.	83.33%	-
22. (Recommended) Analyze plane waves in one and two dimensions and describe their behavior conceptually and mathematically.	83.33%	-
23. (Recommended) Describe, both conceptually and mathematically, the superposition of two waves.	83.33%	-
24. (Recommended) Explain how standing waves are formed and relate the concepts and mathematics of standing waves to various situations, including waves on a string and waves in open and closed tubes.	83.33%	-
PHY1112 - Physics Alg-Based II/Lab: SC1	-	-
PHY2111 - Physics Calc-Based I/Lab: SC1	All results identical - please clarify	awaiting clarification from the professor
01. Produce both numerical and symbolic solutions to problems using the techniques of calculus and the concepts of classical physics.	66.67%	-
02. Apply physics concepts and equations to real-world problems and design challenges.	66.67%	-
03. Design scientific experiments, collect and analyze data, and draw conclusions.	66.67%	-
04. Communicate the ideas of classical physics both in everyday language and in the language of mathematics.	66.67%	-
05. Apply scalar and vector concepts to a variety of real-world problems.	66.67%	-
06. Interpret and use the kinematic variables of displacement, velocity, and acceleration.	66.67%	-
07. Analyze and calculate, under equilibrium and non-equilibrium conditions, results using Newton's Laws.	66.67%	-
08. Analyze free-body diagrams.	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
09. Discuss Newton's Law of Gravity and its effect on masses.	66.67%	-
10. Apply uniform circular motion concepts in calculating centripetal acceleration, velocity, and forces on an object in uniform circular motion.	66.67%	-
11. Describe the relationship between impulse and momentum.	66.67%	-
12. Analyze and calculate, in one and two dimensions, results based on the conservation of linear momentum.	66.67%	-
13. Calculate the work done on a system and its relationship to the system's kinetic energy.	66.67%	-
14. Analyze and calculate results based on the conservation or transfer of total mechanical energy for problems involving conservative forces.	66.67%	-
15. Interpret the rotational kinematic variables of angular displacement, angular velocity, and angular acceleration.	66.67%	-
16. Analyze and calculate results using the rotational kinematics equations derived from constant angular acceleration.	66.67%	-
17. Analyze and calculate, under equilibrium and non-equilibrium conditions, results in a rotational dynamics context.	66.67%	-
18. Compare and contrast rotational work and energy to linear work and energy, and the conservation of linear momentum to conservation of angular momentum.	66.67%	-
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.	66.67%	-
20. Relate the position and velocity of the mass in a mass-spring system to the energy in the system.	66.67%	-
21. (Recommended) Explain, conceptually and mathematically, pressure, density, and fluid dynamics.	66.67%	-
22. (Recommended) Analyze and interpret the thermal properties of matter including specific heats, thermal expansion, and gas laws.	66.67%	-
23. (Recommended) Apply energy-transfer concepts to work and heat.	66.67%	-
24. (Recommended) Describe the relationship between temperature and molecular motion.	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PHY2112 - Physics Calc-Based II/Lab: SC1	All results identical - please clarify	awaiting clarification from the professor
01. Produce both numerical and symbolic solutions to problems using the techniques of calculus and the concepts of classical physics.	66.67%	-
02. Apply physics concepts and equations to real-world problems and design challenges.	66.67%	-
03. Design scientific experiments, collect and analyze data, and draw conclusions.	66.67%	-
04. Communicate the ideas of classical physics both in everyday language and in the language of mathematics.	66.67%	-
05. Explain the concepts and equations of electrostatics, including Coulomb's Law, Gauss' Law, the electrical properties of matter, and basic concepts relating to charge and charge transfer.	66.67%	-
06. Apply the concepts and equations of electrostatics, including Coulomb's Law, Gauss' Law, the electrical properties of matter, and basic concepts relating to charge and charge transfer.	66.67%	-
07. Explain and calculate the electric field and potential for discrete and continuous charge distributions.	66.67%	-
08. Analyze parallel and series circuits involving resistors, capacitors, batteries, and other circuit components.	66.67%	-
09. Explain and apply the concepts and equations of magnetism, including Faraday's Law, the Ampere-Maxwell Law, the magnetic properties of matter, and basic concepts relating to currents and induction.	66.67%	-
10. Discuss the Lorentz Force Law and the effects of charges and currents on moving or stationary particles.	66.67%	-
11. Write Maxwell's equations in their integral form.	66.67%	-
12. Explain Maxwell's equations and what they describe in the physical world.	66.67%	-
13. Describe the wave nature of light as indicated by Maxwell's equations.	66.67%	-
14. Analyze plane and spherical waves in one, two, and three dimensions, and describe their behavior conceptually and mathematically.	66.67%	-
15. Describe, conceptually and mathematically, the superposition of two or more waves.	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
16. Explain how standing waves are formed, and relate the concepts and mathematics of standing waves to various situations, including waves on a string and waves in open and closed tubes.	66.67%	-
17. (Recommended) Apply the concept of wave superposition to the phenomena of interference and diffraction.	66.67%	-
18. (Recommended) Analyze the use of mirrors and thin lenses to focus or disperse light.	66.67%	-
19. (Recommended) Analyze, conceptually and by the use of phasors and equations, circuits including combinations of inductors, resistors, and capacitors.	66.67%	-
PHY2113 - PHY Calc-Base III: Modern	-	-
SCI1055 - Integrated Sci I w/Lab: SC1	-	-
SCI1056 - Integrated Sci II w/Lab: SC1	-	-
SCI1105 - Science in Society: SC2	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Develop Assessments designed around the CUREs model	successfully implemented and collect CUREs assessment data	26-27 academic year	All Full-time faculty
Ensure CE instructors are completing and participating with the assessment of student learning	Collect assessment results from each CE instructor teaching our college level courses	26-27 academic year	CE instructors

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Business & Accounting

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Mapping	Completion of the business disciplines	6 months: deadline August 2025	Department Chair / Division Lead	-
Standardize Assessment	Pilot group of courses	Within the year	Department Chair & Department Coordinator	-

A. Assessment Activities

Activities to Continue:

In reflecting in 2025, the Business Department has made meaningful progress toward greater consistency in course delivery and assessment practices. We have experienced positive movement in having the same instructors teach the same courses and assess the same activities within those courses. This alignment has allowed us to begin collecting more cohesive and comparable data, as the same assessments are being evaluated across sections using similar expectations.

Our 2024 departmental goal was to implement standardized evaluation practices within a core group of regularly offered courses. Unfortunately, with the departure of the Business Coordinator at PCC, the department has been operating without full capacity, which delayed full implementation of this initiative. In 2025, we did fill this position; however, training for the responsibilities and scope of the role has largely been led by the Department Chair and a full-time faculty member.

Additionally, the increase in adjunct instructors due to the growth of CoOnline courses has required significant time and attention in onboarding, training, and retention efforts. While this growth supports expanded student access, it has also impacted our ability to quickly advance the goal of having the same instructors consistently teach the same courses using the same assessments. As a result, this goal will be carried forward into 2026 with a continued focus on stability, training, and alignment.

With continued focus on instructional consistency and standardized rubrics, the department will be positioned to evaluate the same assessments using the same evaluation tools across courses and semesters. This will strengthen the integrity of our data, improve reliability in our assessment outcomes, and support more informed, data-driven decisions to enhance student learning and program quality.

Activities to Modify:

The department has made great strides in completing the mapping of the business and accounting courses; however, at this time, I do not feel that changes are needed. In 2025, the department will focus on continuing and completing the mapping process for business, accounting, entrepreneurship, economics, marketing, and management courses. Maintaining alignment of course objectives will help guide the development and use of standardized assignments, rubrics, and learning outcomes for both students and instructors.

Additionally, the department is working toward assigning the same instructor to teach the same course within their area of expertise whenever possible. This consistency will support more reliable assessment practices by allowing the same assessments to be evaluated using the same rubric. Such alignment will help ensure that comparable data is collected and evaluated across courses and semesters, strengthening the overall integrity of the department's assessment results.

2025 Annual Assessment Report

Pueblo Community College

Attachment 2: Annual Improvement Plans

Activities to Add:

The summary provided reflects that the program has 75 courses and 29 with documented assessments in 2025, although these are courses 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. PCC also added additional 3000 and 4000 levels course to the catalog for the bachelor's degree in Business Administration.

In 2025, the number of courses planned for assessment closely matched the number of courses actually assessed in 2024. A review of the data shows consistent scoring patterns over the past two years in problem solving, critical thinking, communication, and professionalism within the same courses. Given that the same instructors are teaching these courses, I recommend collecting and reviewing one additional year of data to determine whether these trends remain stable and to observe how the results evolve over time.

B. Participation

In 2025, we saw an overall increase in faculty and adjunct faculty participation in assessment efforts. All but one CE instructor and one branch campus instructor met the requirement of completing at least one assessment per semester, which reflects strong engagement and accountability across the department. This is a significant success and demonstrates a growing culture of continuous improvement.

Moving into 2026, my goal is to build on this momentum by encouraging faculty to complete two or more assessments each semester to gather additional and more meaningful data. I will support this effort through clear communication of expectations, regular reminders, sharing assessment results to demonstrate impact, and offering guidance as needed. By reinforcing the value of assessment in improving student outcomes and maintaining consistent follow-up, I am confident we can both maintain high participation and deepen our data collection efforts.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Business & Accounting	-	-
ISLO	83.03%	-
ISLO1: Critical Thinking & Problem Solving	82.45%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	81.11%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	84.75%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	78.65%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	83.27%	-
ISLO2: Effective Communication	84.40%	-
2a: Organize and express ideas clearly in both written and oral communication	88.18%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	87.54%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	76.97%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	81.56%	-
ISLO3: Quantitative Reasoning	70.40%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	63.12%	-
3b: Represent information as numerical data, functions, and formulae	76.19%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	71.43%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	83.33%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	77.59%	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	93.26%	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	93.25%	-
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	93.33%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	85.08%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	95.65%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	93.48%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	81.34%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	91.80%	-
ISLO6: Social Consciousness	80.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	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	75.00%	-
6c: Engage with local and extended communities to promote civic action and social improvement	75.00%	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	75.00%	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Business & Accounting	-	-
Accounting	-	-
PSLO	-	-
PSLO 1: Describe fundamental concepts of accounting.	69.66%	-
PSLO 3: Effectively communicate in a business environment through accurate preparation of journal entries and financial statements.	83.67%	-
PSLO 4: Utilize various technology functions to accomplish accounting tasks.	41.98%	-
PSLO 5a: Interpret cost- volume- profit analysis.	36.84%	-
PSLO 5b: Apply cost- volume- profit analysis.	-	-
PSLO 6: Demonstrate use of budget planning and control.	82.86%	-
PSLO2: Prepare and analyze financial statements.	38.60%	-
Business	-	-
PSLO	-	-
PSLO1: Describe fundamental business concepts terminology, and theories.	70.18%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO2: Create accurate and effective presentations.	63.16%	-
PSLO3: Use mathematical skills to solve economic or business problems.	-	-
PSLO4: Think creatively and solve problems, as they relate to common business practices.	65.26%	-
PSLO5: Communicate effectively orally and in writing.	-	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency.	65.13%	-
Economics	-	-
PSLO	-	-
PSLO1: Describe fundamental business concepts terminology, and theories.	93.30%	-
PSLO5: Communicate effectively orally and in writing.	91.43%	-
PSLO2: Create accurate and effective presentations.	92.08%	-
PSLO4: Think creatively and solve problems, as they relate to common business practices.	92.51%	-
PSLO3: Use mathematical skills to solve economic or business problems.	97.44%	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency.	92.31%	-
Entrepreneurship	-	-
PSLO	-	This is an area that I will need to research on the decline in assessment. In 2025, I did have a new instructor that may need additional training on the assessment piece.
01. Control Mechanics: Organize and express ideas clearly in both written and oral communication	45.35%	-
02. Develop Content: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	45.35%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Apply Disciplinary Conventions: Employ conventions of communication in accordance with disciplinary and/or professional expectations	53.13%	-
04. Employ Rhetorical Knowledge: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	44.23%	-
05. Identify & Explain Issues in Context: Interpret, analyze, and assess available evidence, information, and ideas	84.62%	-
06. Consider Alternate Perspectives/Solutions: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, opposition	84.62%	-
07. Professional Behavior: Exhibit proper conduct according to discipline-specific and professional expectations	64.29%	-
Finance	-	-
PSLO	No PSLOs	-
Management	-	-
PSLO	-	-
PSLO1: Describe fundamental business concepts terminology, and theories.	93.25%	-
PSLO2: Create accurate and effective presentations.	94.74%	-
PSLO3: Use mathematical skills to solve economic or business problems.	0.00%	-
PSLO4: Think creatively and solve problems, as they relate to common business practices.	95.60%	-
PSLO5: Communicate effectively orally and in writing.	98.61%	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency.	94.34%	-
Marketing	-	-
PSLO	-	-
PSLO1: Describe fundamental business concepts terminology, and theories.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO2: Create accurate and effective presentations.	-	-
PSLO3: Use mathematical skills to solve economic or business problems.	-	-
PSLO4: Think creatively and solve problems, as they relate to common business practices.	-	-
PSLO5: Communicate effectively orally and in writing.	-	-
PSLO6: Demonstrate an understanding of professional ethical principles and work ethically in pursuit of accuracy and transparency.	-	-
Occupational Safety Technician	-	-
PSLO	No PSLOs	-
Public Service	-	-
PSLO	-	-
PSLO 1: Discuss leadership principles and public service.	75.00%	-
PSLO 2: Apply principles of leadership in public service.	75.00%	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ACC1001 - Fundamentals of Accounting	-	-
ACC1011 - Intro to Financial Accounting	-	Additional research into these assessments. This is a course that is instructed online and in-person/hybrid. First thought that we need to standardize the activity being assessed.
01. Identify the terminology, concepts and principles used in the accounting profession for business organizations.	23.08%	-
02. Evaluate how economic events impact company financial statements.	15.38%	-
03. Complete all the accounting cycle steps.	23.08%	-
04. Apply financial accounting measurement and recording procedures to asset, liability, and equity accounts.	15.38%	-
05. Prepare financial statements in accordance with accounting principles.	23.08%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Analyze financial statements using various techniques.	15.38%	-
07. Describe the principles used in effective internal control systems.	23.08%	-
ACC1012 - Intro to Managerial Accounting	-	-
ACC1015 - Payroll Accounting	-	-
ACC1021 - Accounting Principles I	-	-
ACC1025 - Computerized Accounting	-	-
01. Define the features of a computerized accounting system	-	-
02. Establish computerized accounting files used by businesses	-	-
03. Record transactions from source documents into a computerized accounting software application	-	-
04. Manage computerized accounting files used by businesses	-	-
05. Resolve data errors in computerized accounting business systems	-	-
06. Prepare financial statements using computerized accounting software	-	-
ACC1031 - Income Tax	-	-
ACC1032 - Tax Help Colorado	-	-
ACC1035 - Spreadsheet Apps/ Accounting	-	-
ACC1038 - Payroll and Sales Tax	-	-
01. Describe requirements of laws relating to the payment of wages and salaries.	86.96%	-
02. Identify the payroll and personnel records required by federal and state laws.	82.61%	-
03. Apply basic payroll accounting procedures in computing wages and salaries, payroll deductions, and net pay.	82.61%	-
04. Identify requirements to prepare required federal and state returns.	82.61%	-
05. Describe coverage for unemployment compensation under the Federal Unemployment Tax Act (FUTA) including required FUTA returns.	82.61%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Describe coverage for unemployment compensation under the State Unemployment Tax Act (SUTA) including required SUTA returns.	82.61%	-
07. Create all payroll transactions.	86.96%	-
08. Describe payroll accounting software.	82.61%	-
09. Demonstrate an understanding of Colorado and local sales tax regulations and record keeping techniques.	82.61%	-
10. Construct Colorado sales tax returns.	82.61%	-
ACC2011 - Intermediate Accounting I	-	-
ACC2012 - Intermediate Accounting II	All results identical - please clarify	-
01. Describe the effect of various accounting methods, principles, and disclosures for financial reporting	83.33%	-
02. Create transactions for various accounting situations	83.33%	-
03. Explain advanced accounting topics and their impacts on financial statements	83.33%	-
04. Formulate supporting documents for financial reporting	83.33%	-
05. Evaluate financial statements as tools for decision-making	83.33%	-
06. Analyze the impact of accounting changes and error corrections	83.33%	-
ACC2026 - Cost Accounting	-	-
ACC2035 - Computerized Acct: Small Bus	-	-
BUS1002 - Entrepreneurial Operations	-	-
BUS1015 - Introduction to Business	-	-
BUS1016 - Personal Finance	-	-
BUS2016 - Legal Environment of Business	-	Additional research into this course and the activities that are being assessed. This course is offered online and in-person/hybrid. Standardization may be needed for consistent collection of data

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Formulate the structure of the legal and regulatory environment and how that system applies to the operation of business.	63.16%	-
02. Determine how laws are made, enforced, and interpreted.	68.42%	-
03. Apply legal terminology to course content.	78.95%	-
04. Analyze legal and ethical issues in business situations.	68.42%	-
05. Compare the special areas of Constitutional Law as it relates to business, contracts, torts, property, and employment.	63.16%	-
06. Evaluate business and legal relationships throughout the legal system.	68.42%	-
07. Demonstrate how to locate legal information.	63.16%	-
08. Identify ethical dilemmas in business decisions.	63.16%	-
09. Evaluate the legal and regulatory environment and how that system applies to the operation of business.	63.16%	-
BUS2017 - Business Communications	-	-
BUS2026 - Business Statistics	-	-
BUS3020 - Bus Law & Ethics	-	-
BUS3040 - Bus Ethics & Sustainability	-	-
ECO2001 - Prin of Macroeconomics: SS1	-	-
01. Explain specialization patterns	87.10%	-
02. Predict market outcomes using the supply and demand model	90.32%	-
03. Analyze national income accounting concepts	-	-
04. Identify determinants of long-run economic growth	-	-
05. Evaluate indicators of economic performance	93.55%	-
06. Predict economic outcomes using the Aggregate Supply/Aggregate Demand Model	-	-
07. Compare fiscal and monetary policies	93.55%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Examine the role of money and banking in the economy	-	-
09. Evaluate macroeconomic public policy issues	-	-
ECO2002 - Prin of Microeconomics: SS1	-	-
01. Predict market outcomes using the supply and demand model	97.44%	-
02. Explain specialization patterns	92.31%	-
03. Analyze elasticity concepts	87.18%	-
04. Formulate choices using marginal reasoning	94.87%	-
05. Examine resource market performance	97.44%	-
06. Compare implicit and explicit production costs	94.87%	-
07. Contrast different market structures	94.87%	-
08. Evaluate microeconomic public policy issues	92.31%	-
ECO2045 - Environmental Economics:SS1	-	-
ENP1005 - Intro to Entrepreneurship	All results identical - please clarify	This instructor is new and may need additional training on assessment and activities being assessed.
01. Explain the nature of entrepreneurship as a method of business ownership.	38.89%	-
02. Examine the advantages and disadvantages of entrepreneurship as a career choice.	38.89%	-
03. Examine the conceptual, managerial, financial, marketing, technology, and legal skills necessary to successfully operate and grow an entrepreneurial business venture.	38.89%	-
04. Assess the suitability of entrepreneurship as a career path by distinguishing the student's personal strengths, weaknesses, personality traits, and entrepreneurial motivations.	38.89%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Assess the suitability of entrepreneurship as a career path by distinguishing the student's personal strengths, weaknesses, personality traits, and entrepreneurial motivations.	38.89%	-
05. Describe why creativity and innovation are such an integral part of entrepreneurship.	38.89%	-
06. Identify methods entrepreneurs utilize to continually improve their product or service and the strategies of operating their entrepreneurial business.	38.89%	-
07. Identify business models and various approaches of models for entrepreneurs.	38.89%	-
08. Explain the idea of scalability and how to implement the concept in a small and growing business venture.	38.89%	-
09. Explain why and how a small business must create a competitive advantage in the market.	38.89%	-
10. Identify global issues and opportunities for entrepreneurial businesses.	38.89%	-
ENP1006 - E-ship Opp.Feasibility Study	-	-
ENP2005 - Marketing for the Entrepreneur	-	-
ENP2006 - Entrepreneurship Legal Issues	-	-
ENP2007 - Entrepreneurship Fin Topics	-	-
ENP2009 - Entrepreneurship Business Plan	-	-
FIN3020 - Applied Finance	-	-
MAN1003 - Managing Change	All results identical - please clarify	This is not a course that was instructed at PCC or by a PCC instructor; Possible a CE course
01. Explain why we resist change.	88.89%	-
02. Describe how the traditional roles of men and women are changing.	-	-
03. Explain why companies must adapt and change to market demands.	88.89%	-
04. Identify ways to achieve work and life balance.	88.89%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Explain how companies are changing to empower employees and more effectively serve customers.	88.89%	-
MAN1004 - Stress Management	-	-
MAN1016 - Principles of Supervision	-	-
MAN1017 - Time Management	-	-
MAN1025 - Team Building	-	-
MAN1028 - Human Relation-Organizations	Many 100% results - please clarify	Possibly a small group that was assessed
01. Explain how managers can affect motivation through different motivational theories.	100.00%	-
02. Discuss different leadership styles in organizations.	100.00%	-
03. Explain the role of employee development, coaching, and mentoring in organizations.	100.00%	-
04. Identify elements in contemporary communication including interpersonal group communication and customer service.	100.00%	-
05. Demonstrate an understanding of how to manage change, conflict, stress, and creativity in the workplace.	100.00%	-
06. Explain how individual differences affect the communication with others, and how personality, self-esteem, emotional intelligence, and values differ from others.	100.00%	-
07. Analyze business ethics, politics, and influence of power in the workplace.	100.00%	-
08. Evaluate the effectiveness of diversity, team dynamics in relation to productivity, and creative problem-solving.	100.00%	-
09. Identify customer complaints and its impact on communication and impact on effective and efficient business decisions.	100.00%	-
MAN2000 - Human Resource Management I	-	-
MAN2016 - Small Business Management	-	-
MAN2024 - Leadership	-	-
MAN2025 - Managerial Finance	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
MAN2026 - Principles of Management	All results identical - please clarify	Possibly a small group that was evaluated
01. Describe contemporary managerial theories and tools of planning, organizing, staffing, and controlling of the primary functions of management.	88.00%	-
02. Discuss contemporary managerial theories and tools of directing and leading, including teams and motivation.	88.00%	-
03. Identify the skills required by managers to successfully accomplish the goals and objectives of the organization.	88.00%	-
04. Explain contemporary managerial styles and theories including the tools of controlling and quality initiatives.	88.00%	-
05. Analyze various management issues and apply the application of contemporary managerial solutions.	88.00%	-
MAN2030 - Corporate Ethics & Social Resp	-	-
MAN2041 - Project Mgmt in Organizations	-	-
MAN3030 - Contemporary Management	-	-
MAN3050 - Innovation and Change Mgmt	-	-
MAN3060 - Operations Management	-	-
MAN4030 - Organizational Leadership	-	-
MAR1058 - Basic Customer Service	-	-
MAR1060 - Customer Service	-	-
MAR2016 - Principles of Marketing	-	-
MAR2020 - Principles of Advertising	-	-
MAR3040 - Practical Marketing	-	-
OSH1310 - 10HR Constructn Industry Stnds	-	-
PSV2030 - Intro to Civic Leadership	-	-
01. Compare and contrast methods and strategies of negotiation and conflict resolution, to include definition and evaluation of the roles and responsibilities of self and others.	83.33%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Analyze and debate the historical development and current trends of civic attitudes necessary for effective participative democracy, community advocacy, and citizen leadership within urban, suburban, and rural populations.	83.33%	-
03. Demonstrate and critique in simulated and field exercises professional skills such as project management, organization, goal setting, time management, and adaptability.	66.67%	-
04. Engage in reflective practices that analyze personal strengths and individual concerns/needs as they relate to effective team building, community interaction, and civic literacy.	75.00%	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Mapping	Completion of Division	March 2026	Division Lead
Standardization	Continuation of Standardization	December 2026	Chair, Faculty, Adjunct
Training	Additional Training for new adjunct	December 2026	Chair

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Computer Information Systems

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Moving forward I will implement assessments in my CIS courses.	Each faculty will do the required assessments to meet the assessment goal per semester.	Annually	All faculty and all adjunct Professors.	Partially Completed The department made limited progress toward the goal of having all faculty and adjunct instructors complete the required assessments. Two faculty members completed assessments during the 2025 calendar year, which provided usable data for CIS 1018 and CNG 3010. However, the overall goal was not achieved. Two instructors who taught during 2025 are no longer employed by PCC and did not complete assessments. There were also significant gaps in assessment participation among adjunct instructors. Faculty turnover and a lack of familiarity with eLumen were the primary barriers. The faculty list was not updated, and department-wide eLumen training was not completed during the assessment cycle.

A. Assessment Activities

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Activities to Continue:

The department will continue assessing CIS 1018 and CNG 3010 because the 2025 results provide a useful baseline for future comparison. CIS 1018 is a foundational course that serves students from many programs and assesses a broad range of computer and productivity software skills. CNG 3010 is a foundational course in the Bachelor of Applied Science in Cybersecurity and provides assessment data related to essential cybersecurity concepts. Continuing to assess these courses will allow the department to determine whether the results remain consistent across different semesters and groups of students.

Activities to Modify:

The department will review the assessments, rubrics, and eLumen mappings used in CIS 1018 and CNG 3010 before the next assessment cycle. Several CIS 1018 outcomes produced identical or similar results, particularly the recommended outcomes that each received a 50% performance rate. These results should be reviewed to determine whether they represent student performance or an issue with the assignment, rubric, or outcome mapping.

The CNG 3010 assessment will also be reviewed because all assessed outcomes received a 100% performance rate. The instructor believes the results accurately reflect the performance of the approximately 20 students enrolled in the course, but the department will confirm that the assessment and proficiency criteria continue to provide an appropriate measure of student learning.

The department will also work to improve faculty familiarity with the assessment platform. Clear instructions, training, and reminders will be provided so that instructors understand how to locate, complete, and submit their assigned assessments.

Activities to Add:

The department will expand assessment participation to additional CIS, CNG, and CSC courses during the next assessment cycle. Particular attention will be given to CNG 1020, A+ Certification Preparation, because the program-level hardware troubleshooting outcome received a performance rate of 39.13%.

Assessment data will also be collected from additional courses so that department-level conclusions are not based on the work of only two faculty members. Each full-time and adjunct instructor will be expected to complete at least one assessment during every semester in which they teach.

B. Participation

Assessment participation was the department's primary concern during the 2025 cycle. Only two faculty members completed assessments. Two other instructors who taught during the year are no longer employed by PCC and did not complete their assigned assessments. There were also major participation gaps among adjunct instructors.

The primary contributing factors were faculty turnover, adjunct participation, and a lack of familiarity with eLumen. The department did not complete the planned eLumen training, and the faculty list was not updated during the assessment cycle.

During the upcoming cycle, the department chair will work with the assessment office to update the faculty roster, remove former employees, verify current instructors, and ensure that assessments are assigned correctly. The department will provide eLumen training and written instructions to full-time and adjunct faculty. Assessment requirements and deadlines will be communicated at the beginning of each semester, with follow-up reminders provided before the submission deadline.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Computer Information Systems	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
ISLO	77.67	-
ISLO1: Critical Thinking & Problem Solving	70.5	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	79.38	-
1b: Explore implications, inferences, assumptions, and alternate solutions	58.2	Students performed below the target in exploring implications, inferences, assumptions, and alternate solutions. This may indicate that students were more successful at identifying and applying established information than evaluating assumptions or considering multiple possible solutions. Because assessment participation was limited to two faculty members, additional assessment data will be needed before determining whether this represents a department-wide trend. Faculty will review the assignments connected to this outcome and consider providing students with more opportunities to compare alternatives and explain the reasoning behind their decisions.
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	73.17	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	68	Student performance was slightly below the 70% target in formulating creative solutions in response to different contexts, opinions, and opposition. The result suggests that some students may need additional practice applying technical knowledge to open-ended problems rather than problems with a single expected answer. The department will collect additional data and encourage the use of scenario-based assignments that require students to develop and defend a solution.
ISLO2: Effective Communication	75.61	-
2a: Organize and express ideas clearly in both written and oral communication	81.37	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	72.97	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	71.35	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	77.78	-
ISLO3: Quantitative Reasoning	92.39	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	96.77	-
3b: Represent information as numerical data, functions, and formulae	93.55	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	90.32	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	91.21	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	-
3f: Interpret numerical data and calculations in defense of an argument	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
ISLO4: Textual Literacy	69.78	The overall Textual Literacy result was slightly below the institutional target. Most of the individual outcomes within this category were above 70%, but performance in evaluating the validity and reliability of information reduced the overall result. The department will focus its review on the specific source-evaluation outcome rather than treating the entire Textual Literacy category as a broad weakness.
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	75.86	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	75.86	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	59.62	Students performed below the target in evaluating the validity, reliability, and appropriateness of information. Students may need more direct instruction and practice distinguishing credible technical sources from outdated, inaccurate, or unsupported online information. This result may also be connected to the lower CIS 1018 performance on professional reports and Internet-related skills. Additional assessment data will be collected before concluding that this is consistent across all department courses.
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	75.86	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
ISLO5: Professionalism	94.23	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	93.33	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	100	All assessed students met the proficiency level for persistence, responding to feedback, and using available support resources. This result is based on the courses and students assessed by the two participating faculty members and should not be interpreted as representing every course in the department. The assessed students demonstrated strong persistence and successfully met the expectations measured by the rubric.
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	100	All assessed students met the proficiency level for honesty, trustworthiness, and integrity of work. The result reflects the students included in the limited 2025 assessment sample. Ethical conduct and academic integrity are emphasized throughout CIS and Cybersecurity courses, and the participating students met the expected standard.
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	93.33	-
ISLO6: Social Consciousness	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	Performance Rate (Target = 70%)	Comments/Clarifications
Business Technologies	-	-
PSLO	-	-
1. Coordinate, organize, and manage office projects effectively.	-	-
2a. Work independently.	-	-
2b. Work as part of a team.	-	-
3. Explain the major functions of business in a democracy including economics, finance, human resources, management, and marketing.	-	-
4. Provide excellent customer service to both internal and external customers of their organizations.	-	-
5. Recognize how both legal and ethical decision making will impact business.	-	-
6. Demonstrate the written and verbal skills that contribute to success in an office environment.	-	-
7. Perform job readiness skills to be successful in a job search.	-	-
Computer & Networking Technology	-	-
PSLO	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Open Source Intelligence	-	-
02. Cryptography	-	-
03. Password Cracking	-	-
04. Log Analysis	-	-
05. Network Traffic Analysis	-	-
06. Identify and use most major operating systems.	-	-
07. Configure a functional network.	-	-
08. Understand both legal and ethical considerations as they apply to network operations and administration.	-	-
09. Use binary and hexadecimal number systems.	-	-
10. Troubleshoot, repair and evaluate all major hardware components.	39.13%	This outcome was most likely assessed through CNG 1020, A+ Certification Preparation. The course experienced significant instructor turnover during the assessment period, including multiple instructors leaving during the semester. The lack of instructional continuity may have affected course delivery, student support, and performance on hardware troubleshooting skills. The department will verify the course and assessment mapping, review the assessment used, and collect new data from a more stable course section before determining whether curriculum changes are needed.
11. Identify the 7 layers of the OSI model.	-	-
Computer Information Systems	-	-
PSLO	-	-
01. Critically analyze	-	-
02. Participate as a member of a learning community	-	-
03. Communicate effectively, following professional etiquette	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Employ proper spelling and mechanics	-	-
05. Define the topic by identifying the subject, its aspects, and its scope (what is included and what is not).	92.86%	-
06. Explore the complete scope of the topic, gathering enough information to cover all included aspects to the desired depth.	92.86%	-
07. Validate the relevance, credibility, accuracy, and reasonableness of the collected information.	92.86%	-
08. Demonstrate an understanding to the desired depth of all aspects in the scope of the topic.	92.86%	-
09. Perform workplace skills effectively and professionally.	100.00%	-
Computer Science	-	-
PSLO	No PSLOs	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
BTE1002 - Keyboarding Applications I	-	-
CIS1004 - Word Processing/Assistive Tech	-	-
CIS1015 - Intro to Computer Info Sys	-	-
CIS1018 - Intro PC Applications	-	-
01. Discuss basic hardware and software concepts associated with personal computers	68.00%	Performance was slightly below the 70% target. Students may have entered the course with different levels of prior computer experience, which can affect their understanding of foundational hardware and software concepts. Additional review activities and opportunities to apply the terminology in practical situations may help improve performance.
02. Utilize terminology related to networking and the Internet	72.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Demonstrate the ability to navigate within an operating system	68.00%	Performance was slightly below the target. Although students use computers regularly, their experience does not always include formal operating system navigation and management skills. Additional guided practice will be considered to reinforce navigation, settings, file locations, and other operating system features.
04. Utilize principles of file management	63.64%	Students performed below the target in file management. Students frequently have difficulty understanding folder structures, file locations, naming conventions, file types, and the difference between local and cloud storage. The course will provide additional guided practice and checkpoints related to creating folders, organizing files, saving work in the correct location, and retrieving previously saved files.
05. Create word processing documents, spreadsheets, relational databases and presentations	80.43%	-
06. Modify word processing documents, spreadsheets, relational databases and presentations	80.43%	-
07. Apply formatting techniques to word processing documents, spreadsheets, databases and presentations	75.00%	-
08. Utilize visual elements (graphics, charts, tables, pictures and screen clips) in word processing documents, spreadsheets, databases and presentations	75.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
09. Format a word processing report inserting citations, footnotes and a bibliography	57.14%	This outcome requires students to combine word-processing skills with research, citation, and document-formatting requirements. The lower result may reflect the number of steps involved and limited prior experience with formal reports. Faculty will consider providing a model report, clearer instructions, and smaller practice activities before students complete the full assessment.
10. Utilize columns, borders and shading and weblinks	75.00%	-
11. Produce spreadsheets with formulas and functions utilizing relative and absolute cell references	75.00%	-
12. Create a database with multiple objects	67.50%	Performance was slightly below the target. Database concepts are often new to students and require them to understand how tables, queries, forms, and reports are related. Additional guided examples and practice activities may help students better understand how database objects work together.
13. Create database forms, queries and reports	67.50%	Performance was slightly below the target. Creating forms, queries, and reports requires students to complete several related technical steps and understand the purpose of each database object. Faculty will review the instructional sequence and consider adding additional practice before the assessed activity.
14. Apply animation and transitions in a presentation	83.72%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
15. Create a mail merge (Recommended)	50.00%	Mail merge was taught in all sections, but student performance was below the target. Because this outcome and several other recommended outcomes produced the same 50% result, the department will review the assessment and eLumen mapping to determine whether the result accurately reflects student performance. Additional guided practice may also be needed because mail merge requires students to combine data and document features across multiple steps.
16. Integrate word processing, spreadsheets, databases and presentations (Recommended)	50.00%	This outcome was taught in all sections, but the 50% result requires further review. Integrating information between word-processing, spreadsheet, database, and presentation applications is more complex than completing tasks within a single program. The department will review the related assignment, rubric, and eLumen mapping and consider adding a guided integration activity before the final assessment.
17. Insert audio and video in a presentation (Recommended)	50.00%	This outcome was taught in all sections. The identical result shared by several recommended outcomes may indicate an assessment or mapping issue, although it may also reflect student difficulty with media formats, file locations, and embedding content. The department will review the assessment setup and provide additional practice if the result is confirmed.
18. Access information on the Internet (Recommended)	50.00%	This outcome was taught in every section, but the result was below the target. The department will review what the assessment specifically measured because basic Internet access may not fully describe the skill being assessed. The result may involve search strategies, source selection, or completing a specific research task rather than simply accessing the Internet. The assignment, rubric, and outcome mapping will be reviewed before instructional changes are made.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CIS1055 - Complete Spreadsheets	-	-
CIS1067 - Desktop Publishing: (Software)	-	-
CIS2018 - Advanced PC Applications	-	-
CIS2020 - Fundamentals of Unix	-	-
CIS2023 - Linux	-	-
CIS2040 - Database Design & Development	-	-
CIS2043 - Introduction to SQL	-	-
CIS2087 - Cooperative Education	-	-
CNG1004 - Intro to TCP/IP	-	-
CNG1020 - A+ Certification Preparation	-	-
CNG1024 - Networking I: Network +	-	-
CNG1025 - Networking II: Network +	-	-
CNG1032 - Network Security Fundamentals	-	-
CNG1033 - Fire Walls/Network Security	-	-
CNG1036 - Guide to IT Disaster Recovery	-	-
CNG1042 - Intro to Cloud Computing	-	-
CNG2012 - Configuring Windows Server	-	-
CNG2024 - MS Windows Wireless Network	-	-
CNG2056 - Vulnerability Assessment I	-	-
CNG2057 - Netwrk Defense/Countermeasures	-	-
CNG2058 - Digital Forensics	-	-
CNG2060 - CISCO Network Associate I	-	-
CNG2061 - CISCO Network Associate II	-	-
CNG3010 - Fundamentals of Cybersecurity	All 100% results - please clarify	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Analyze the Vulnerability-Threat Control Paradigm.	100.00%	-
02. Examine the Confidentiality-Integrity-Availability (CIA) security triad.	100.00%	-
03. Contrast the types of malware, methods of transmission, and mitigation strategies.	100.00%	-
04. Compare operation details of multiple network technologies.	100.00%	-
05. Examine the capabilities, characteristics, and limitations of network hardware devices.	100.00%	-
06. Design basic network architectures.	100.00%	-
07. Evaluate the concepts and best practices of a Defense in Depth strategy.	100.00%	-
08. Compare the Open Source Interconnect (OSI) Model to the Transmission Control Protocol/Internet Protocol (TCP/IP) Model.	100.00%	-
09. Examine the basic functions, uses, and characteristics of network protocols.	100.00%	-
10. Analyze the history and fundamentals of cryptography.	100.00%	-
11. Identify the different types of cyber-attacks.	100.00%	-
12. Explain the techniques and mitigation strategies of the cyber defense cycles.	100.00%	-
13. Contrast the major U.S. and international laws governing cyberspace, the restrictions placed on cyber operations, and impact on an organization's overall defensive strategy.	100.00%	-
CNG3020 - Cyber Law Ethics and Policy	-	-
CNG3030 - Methods of Network Analysis	-	-
CNG3036 - Business Continuity/Disaster Recovery	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CNG3040 - Cyber Operations	-	-
CNG3050 - Cyber Forensics	-	-
CNG3056 - Vulnerability Assessment II	-	-
CNG4000 - Active Cyber Defense	-	-
CNG4010 - Cyber Threat Intelligence	-	-
CSC1019 - Intro. to Programming (lang)	-	-
CSC1020 - Prob Solving (software pkg)	-	-
CSC1029 - Introduction to Secure Coding	-	-
CSC1060 - Computer Science I: (Java)	-	-
CSC1061 - Computer Sci II: (Java)	-	-
CSC2017 - Advanced Python Programming	-	-
CSC2025 - Computr Arch/Assembly Language	-	-
CSC2030 - C Programming: Platform	-	-
CSC2045 - Secure Software Dev. (Lang.)	-	-
CSC2067 - Object-Oriented Design	-	-
CSC3000 - Advanced Computer Architecture	-	-
CSC3020 - Software Engineering Fund.	-	-
CSC3022 - Security Fund. and Databases	-	-
CSC3024 - Secure Code Vulnerabilities I	-	-
CSC3026 - SecureScript:Operating Systems	-	-
CSC3028 - Security Libraries in Prog Lan	-	-
CSC4022 - Secure Software Engineering	-	-
CSC4024 - Secr Code Vulnerabilities II	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CSC4026 - Secure Cloud Programming	-	-
CSC4028 - Software Security Testing	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Provide training on the assessment platform and written assessment instructions to all full-time and adjunct CIS, CNG, and CSC instructors. Communicate assessment expectations and deadlines at the beginning of each semester and send follow-up reminders.	Have all active full-time and adjunct instructors complete at least one assigned assessment during each semester in which they teach.	Training and instructions will be provided before or during the first month of the Fall 2026 semester. Participation will be reviewed at the end of each semester.	Department Chair, full-time faculty, adjunct instructors, and assessment staff
Update the department's faculty roster and verify that active instructors, courses, rubrics, and assessments are correctly assigned in eLumen.	Remove former employees from the active assessment list and ensure that 100% of active instructors have the correct assessment assignments.	The roster and assessment assignments will be reviewed before Fall 2026 assessments are distributed and updated as staffing changes occur.	Department Chair and assessment staff
Review assessment alignment for CIS 1018, CNG 1020, and CNG 3010, including outcomes below 70%, identical 50% results, and the 100% CNG 3010 results.	Confirm that assignments, rubrics, and learning outcomes are correctly mapped and collect usable assessment data from at least three additional CIS, CNG, or CSC courses during the 2026 cycle.	Reviews will begin during Fall 2026, with revised or verified assessments used by the end of the 2026 assessment cycle.	Department Chair and faculty assigned to the selected courses

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Cosmetology

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Review current assessment activities for relevancy, consider making changes where needed.	Increase low assessment scores	end of spring semester	Michele Edwards, Pamela Graham, Andrea Valencia, Lisa Pacheco	Reviewed activities, at this time COS, EST, and NAT will continue using same strategies. BAR will continue assessing CSLOs at introduction level, but will move to assessing technical skills at intermediate level, and state board skills at advanced level.

A. Assessment Activities

Activities to Continue:

BAR 1007, 1008, 1010, 1020, 1030, 1031, 1040, 1066, 1067, 2007, and 2066 - I assessed these courses using the course learning outcomes, I will continue to assess this class using this method for one more year, then I will be moving to assignment based assessments aligning with the different rubrics.

COS 1020 - I assessed a basic haircut using a different haircutting technique that I have used in the past classes. Looking at the scores from fall semester and previous semesters I noticed a significant decline in scores for time management, sequential steps in completing a haircut, using angles and lines, and proper sectioning.

COS 1050 - I assessed these course using the course learning outcomes, this course is very specific as to what it's content is and the course learning outcomes are the best way to assess the students success in this course.

COS 1060, 1061, 2060, and 2061 - I assessed these courses using the course learning outcomes, these courses are very specific about cleaning and disinfection, the best way to continue to assess these courses would be this method.

EST 1010 - I assessed massage manipulations for a basic facial, because this is an introduction level class the main skill is a basic facial so with each new cohort I choose a different part of the basic facial service and assess the class in their first semester and again in their last semester to compare how the students perform at the beginning and end of their program journey. I will continue to assess this skill.

EST 2010 - I assessed massage manipulations for a basic facial. The students enrolled in this class are in their last semester; their assessment scores are compared to how they performed this service in Fall 2023. I noticed an improvement in their assessment scores from fall 2023 to fall 2024. I will continue to assess this skill.

NAT 1058 - I assessed a basic manicure service, this class is an introduction class by assessing this skill I have data to compare to when I assess this skill again in the advanced class the student's last semester. I will continue to assess this skill.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

NAT 2008 - I assessed a nail form service, this is a skill required for state board licensure. I assess this skill for the cosmetology cohort every fall this course and in the spring in NAT 1059, to ensure the students are prepared for state board exams. I will continue to assess this skill in this way.

Activities to Modify:

BAR 1007, 1008, 2007 - I will be adjusting the assessment activities to be more skill based rather than focused on the learning outcomes. Students assess well initially in these classes which are offered in their first semester, as they progress through their remaining two semesters their skills seem to decline and I would like to find out if that is because they are not getting enough experience initially to master the skill or if it is because these skills are not a continued focus but rather a foundational skill and maybe the students are modifying their technique from semester one through semester three.

COS 1020 - I will be assessing the same class using the previous technique to assess the class in spring 2024. This will allow me to determine if it was the technique or the delivery method of each technique.

EST 1010, 2010 - I will be assessing the same class using a different technique required for the skills assessment. This will allow me to track the progress of a new cohort of students.

NAT 1058, 2008 - I will be assessing the same class using a different technique required for the skills assessment. This will allow me to track the progress of a new cohort of students.

Activities to Add:

BAR courses - not at this time, the program is still new, I am trying to gather some base data at this time.

COS 1020 - Once I determine that I have met the learning outcome for this skill I will then focus on a different skill.

EST 1010 - Once I determine I have met the learning outcome for this skill I will then focus on assessing a different skill.

NAT 1058 - Once I determine I have met the learning outcome for this skill I will then focus on assessing a different skill.

B. Participation

Assessment participation from the department is 90% all faculty members completed their assessment activities, the department's part time instructor did not participate in assessment in the fall semester but will participate in the spring semester. The majority of faculty assessed one or more courses, one faculty member reported assessment data for all courses taught each semester.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Cosmetology	-	-
ISLO	72.32%	The goal was to increase overall scores for critical thinking as a department for ISLO. As a department we exceeded this by 2.32% Therefore as a department we can continue further assessments as PSLOs and CSLOs.
ISLO1: Critical Thinking & Problem Solving	87.01%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
1a: Interpret, analyze, and assess available evidence, information, and ideas	76.62%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	90.91%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	89.61%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	90.91%	-
ISLO2: Effective Communication	40.74%	With the target being 70% as a department are students overall are not progressing as they should with their communication skill when relating to their clients. Further assessment will be needed to increase scores. This should be achieved by developing assignments and role play scenarios, as well as self critic to increase scores in communication.
2a: Organize and express ideas clearly in both written and oral communication	40.74%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	40.74%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	40.74%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	40.74%	-
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	-	-

2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	100%	As a department this goal has been exceeded and met.
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	100%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	100%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	100%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	100%	-
ISLO5: Professionalism	69.97%	As a department this goal has almost been met. We will continue to develop instructional material to hit or exceed this goal.
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	58.57%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	58.70%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	71.60%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	73.32%	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	-	The goal was to increase overall scores for critical thinking as a department for ISLO. As a department we exceeded this by 2.32% Therefore as a department we can continue further assessments as PSLOs and CSLOs.

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Cosmetology	-	-
Barbering	-	-
PSLO	-	-
PSLO 01. Identify and demonstrate correct and safe use of standard barbering implements, tools and equipment.	57.89%	Activities have been created to help students learn correct names and uses for tools and students will continue building on these skills.
PSLO 02. Identify scalp conditions, scalp diseases, and scalp disorders and demonstrate treatment for scalp conditions, scalp diseases, and scalp disorders.	50.00%	Working through strategies to make these conditions, diseases, and disorders more familiar to help students identify and treat.
PSLO 03. Properly cut and style men's hair.	58.06%	Assessment activity has been redesigned to reflect students level of learning (introductory, intermediate, advanced)
PSLO 04. Define and demonstrate a proper haircut consultation, the foundations of hair cutting, and hair styling, a proper haircut and style (men and women) including product selection.	75.86%	-
PSLO 05. Demonstrate safe and correct use of clippers, scissors, and combs to cut and shape facial hair, beards, mustaches and eyebrows.	88.89%	-
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.	67.16%	Strategizing ways to get students more exposure and practice with live models for shaving experience.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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.	61.90%	-
PSLO 08. Select and formulate haircolor, safely apply and process haircolor, perform multi-dimensional haircolor techniques and lighten hair with appropriate products.	57.14%	Strategizing ways to get barber students (male's specifically) to engage with haircolor. The assessment results tend to correlate with genders, female students tend to be more engaged in haircolor assignments as they have a plan to perform more haircolor services behind the chair, than their male counterparts who tend to be more interested and focused on haircutting services.
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.	81.08%	-
PSLO 10. Follow all appropriate safety, sanitation, and disinfection requirements designated by local, state, and federal agencies.	82.31%	-
Cosmetology	-	-
PSLO	-	-
Basic Blended Haircut	-	-
Basic Blended Haircut	76.52%	At the end of the semester the student were able to complete a blended haircut as part of their final exam. Due to lower scores when a new technique was introduced. I reverted back to the technique the was used before Spring 2024 and they exceeded the goal. This assessment is complete.
PLSO5: Demonstrate the knowledge for the state board practical exam upon completion of the program.	82.48%	The Students were prepared for the stat board exam. I will continue to State Board Preparation.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO1: Perform a basic introductory skill or service.	75.41%	At the end of the semester in Introduction level courses a practical skill assessment is done to see if the students are ready to move to the clinic salon. The assessment encompasses critical thinking and practical skills from the beginning of the exam until the end of the exam clean-up. The students exceeded the 70% goal. The assessment for PSLOs is complete. Now all assessments need to be for CSLOs.
Esthetician	-	-
PSLO	-	-
PLSO5: Demonstrate the knowledge for the state board practical exam upon completion of the program.	14.19%	Currently strategizing ways to improve these scores overall. Students are prepared for State Board Exams and I will continue to prepare students every spring semester, I will consider how I assess this rubric.
PSLO1: Perform a basic introductory skill/service.	-	-
Holistic Health Professional	-	-
PSLO	No PSLOs	-
Manicurist	-	-
PSLO	-	-
PLSO5: Demonstrate the knowledge for the state board practical exam upon completion of the program.	-	-
PSLO1: Perform a basic introductory skill/service	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
BAR1003 - Introduction to Hair & Scalp	Many 100%/identical results - please clarify	100% results relating to safety, cleaning, and disinfection procedures indicate that students are doing what they need to be doing to ensure the safety and health of the consumers the students service.
01. The learner will practice proper sanitation procedures.	100.00%	Cleaning and disinfecting procedures come at the beginning and end of everything students do, as a result students develop habits very quickly for cleaning and disinfecting requirements.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. The learner will follow safety procedures.	100.00%	Following safety procedures is one of the most important industry standards, as a result students develop habits to maintain safe environments very quickly.
03. The learner will have understanding of disorders of the hair and scalp.	85.71%	-
04. The learner will have a knowledge of various products used to treat disorders and the ability to choose the appropriate product.	14.29%	Strategizing ways to give students access to more product knowledge. The scores reflect the limited experience students have with the products available to them.
05. The learner will demonstrate sequential steps in completing a treatment plan for various disorders.	14.29%	Strategizing ways to build confidence in students to create and perform treatment plans. Access to better product knowledge should help.
BAR1007 - Intro/Shaving/Honing/Strop	-	-
01. Practice time management.	55.56%	Students take longer at the introduction level to perform shave services as they are more concerned with performing the skill safely than performing it in a reasonable time.
02. Identify various textures of hair and beard.	55.56%	Students have not had exposure to the various hair texture types at this point in their education. Moving forward in Fall 2026 the curriculum has been realigned so that students will learn all introduction skills at the same time.
03. Practice disinfection, sanitation and safety skills.	77.78%	-
04. Complete a facial shave and outline on a model.	66.67%	-
05. Complete clean up and proper storage of supplies	77.78%	-
BAR1008 - Inter/Shaving/Honing/Stropping	-	-
01. The learner will practice time management.	77.78%	-
02. The learner will practice disinfection, sanitation and safety skills.	77.78%	-
03. The learner will complete a facial shave and outline on a model.	77.78%	-
04. The learner will complete a mustache and beard design on a model.	77.78%	-
05. The learner will complete clean up and proper storage of supplies and equipment.	88.89%	-
BAR1010 - Introduction to Hair Coloring	-	-

2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. The learner should have understanding of theory and law of color.	42.86%	Strategizing ways to improve understanding of color law; students do well with color theory.
02. The learner should understand the chemistry of color.	42.86%	Strategizing ways to improve the understanding of color chemistry.
03. The learner should be able to complete a basic color procedure, choosing the correct color for model.	57.14%	-
04. The learner will complete a hair and scalp analysis before color application.	100.00%	-
05. The learner will able to demonstrate the appropriate disinfection, sanitation and safety procedures required.	100.00%	-
BAR1020 - Introduction to Hair Cutting	-	-
01. The learner will practice time management and work schedules.	14.29%	This is an introduction class, students start out with haircuts taking about 1.5 times longer than they will at the advanced level.
02. The learner will calculate areas of various shapes.	100.00%	-
03. The learner will practice proper disinfection and sanitation procedures.	100.00%	-
04. The learner will follow safety procedures.	100.00%	-
05. The learner will inspect, test, adjust, repair or replace components on tools and equipment including clippers, trimmers, combs, razors and other barber tools and equipment.	85.71%	-
06. The learner should be able to list sequential steps in completing a haircut.	85.71%	-
BAR1030 - Introduction to Hair Styling	-	-
01. Demonstrate the procedures for a safe and healthy work environment.	100.00%	-
02. Define hairstyling	100.00%	-
07. Demonstrate the disinfection, sanitation and safety needed in hairstyling	100.00%	-
BAR1031 - Intermediate Hair Styling	-	-
01. Demonstrate the development of procedures of a safe and healthy work environment.	100.00%	-
02. List the elements of good design.	100.00%	-
03. List the art principles in hair design.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. List and analyze the different facial types.	100.00%	-
05. Demonstrate how to camouflage facial flaws with hair design	100.00%	-
BAR1040 - Intro Perm Waves/Chem Relxrs	-	-
01. The learner will be able to perform a complete analysis of the hair and scalp.	100.00%	-
02. The learner will have a proper knowledge of the equipment and products to achieve the desired results.	100.00%	-
03. The learner will have appropriate communicative skills to determine desired results from a client or model.	100.00%	-
04. The learner should have understanding of different techniques required for waving and chemical texture services.	100.00%	-
05. The learner should follow procedure for proper cleanup.	100.00%	-
06. The learner should practice disinfection, safety and sanitation.	100.00%	-
BAR1066 - Intro Facial Massage/Skin Care	-	-
01. The learner should be able to complete a basic skin care procedure on a model.	71.43%	-
02. The learner should have adequate product knowledge.	71.43%	-
03. The learner should practice disinfection, safety and sanitation.	71.43%	-
04. The learner will complete cleanup and storage.	71.43%	-
BAR1067 - Inter Facial Massage/Skn Care	-	-
01. The learner should be able to complete a basic skin care procedure on a model or client.	71.43%	-
02. The learner should have adequate product knowledge.	71.43%	-
03. The learner should recognize skin disorders and skin types.	71.43%	-
04. The learner should distinguish different facial shapes.	71.43%	-
05. The learner should have understanding of the anatomy of the face.	71.43%	-
06. The learner should practice disinfection, safety and sanitation.	71.43%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
07. The learner will complete cleanup and storage.	71.43%	-
BAR2003 - Advanced Hair and Scalp	-	-
01. Demonstrate and use proper sanitation procedures.	100.00%	-
02. Demonstrate and use appropriate safety procedures.	100.00%	-
03. Complete a treatment plan for disorders.	-	Strategizing ways to improve this score including better access to product knowledge.
04. Demonstrate knowledge of electrical equipment.	66.67%	-
05. Demonstrate time management skills.	77.78%	-
06. Demonstrate proper clean up and storage.	100.00%	-
BAR2007 - Adv Shaving/Honing/Stropping	-	-
01. Time management	77.78%	-
02. Disinfection, sanitation and safety skills	100.00%	-
03. Complete advanced facial shave and outline	100.00%	-
04. Complete mustache and beard design	100.00%	-
05. Proper clean up and storage of supplies	100.00%	-
BAR2020 - Advanced Hair Cutting	-	-
01. The learner will calculate areas of various shapes.	33.33%	Students rarely consider how the result of a haircut will affect the shape of the face, we have begun introducing this concept earlier in their education to improve scores.
02. The learner will inspect, test, adjust, repair or replace components on tools and equipment including clippers, trimmers, combs, razors and other barber tools and equipment.	66.67%	-
03. The learner should be able to list sequential steps in completing a haircut.	88.89%	-
04. The learner will be able to use cutting tools, including but not limited to trimmers and scissor.	100.00%	-
05. The learner will be able to recognize lines, angles and degrees in a cut.	66.67%	-
06. The learner will practice time management and work schedules.	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
07. The learner will follow disinfection, sanitation and safety procedures.	100.00%	-
08. The learner will practice sound electrical safety procedures.	100.00%	-
09. The learner will understand and practice cost effectiveness.	44.44%	Strategizing ways to improve this score, as students do not seem to fully understand the importance of practicing cost effectiveness until it effects their own business costs; as demonstrated by feedback from alumni saying "I wish I would've understood this better in school".
10. The learner will be able to adapt a cut to suit a model	77.78%	-
BAR2066 - Adv Facial Massage/Skin Care	-	-
01. The learner should be able to complete skin care procedure on a model or client.	42.86%	Strategizing ways to get students more practice and exposure with skin care services.
02. The learner should have adequate product knowledge.	42.86%	-
03. The learner should recognize skin disorders and skin types.	42.86%	-
04. The learner should distinguish different facial shapes.	42.86%	-
05. The learner should have understanding of the anatomy of the face.	42.86%	-
06. The learner should practice disinfection, safety and sanitation.	85.71%	-
07. The learner will complete cleanup and storage.	85.71%	-
08. The learner will practice cost effectiveness.	42.86%	-
COS1003 - Intro Hair and Scalp	-	-
01. List the procedures demonstrating knowledge of disinfection and sanitation requirements for hair and scalp care and proper storage of supplies and equipment as defined under the Department of Regulatory Affairs (DORA) Division of Cosmetology Licensure Laws, Rules and Regulations specific to shampoo bowl, shampoo and styling chair and plastic capes.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Complete a client consultation, hair and scalp analysis, and demonstrate proper draping for shampooing.	83.33%	-
03. Identify the chemical composition and structure of hair.	83.33%	-
04. Define basic scalp care.	83.33%	-
05. List common scalp and hair disorders and classify options for treatment.	77.78%	-
06. List the reasons for good hygienic care of the hair and scalp.	88.89%	-
07. Demonstrate understanding of brushing procedure for various services, skin types, and scalp conditions.	83.33%	-
08. Demonstrate the procedure for shampoo/scalp treatment manipulations.	77.78%	-
09. List and describe the various products used to shampoo/condition the hair and scalp.	72.22%	-
10. Evaluate the purpose and use of solvents and solutes.	72.22%	-
COS1010 - Intro Color	-	-
01. List all procedures regarding disinfection and sanitation requirements and proper storage of supplies and equipment as defined under the Department of Regulatory Affairs (DORA) Division of Cosmetology Licensure Laws, Rules and Regulations used for haircoloring.	100.00%	-
02. Complete a client consultation, hair and scalp analysis, and proper draping for haircoloring.	83.33%	-
03. Explain the principles of color theory, law of color and level system as they relate to haircoloring.	83.33%	-
04. Demonstrate application and removal of temporary, semi-permanent, demi-permanent and permanent color, choosing the correct color for the model.	88.89%	-
05. Demonstrate various highlight/double process applications as industry trends demand.	88.89%	-
COS1011 - Inter I Color	-	-
COS1020 - Intro Cutting	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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.	78.95%	-
02. Complete a client consultation, hair and scalp analysis, and proper draping for a haircut.	75.00%	-
03. Use basic time management for services as they relate to the expectations and work schedules in a practicing salon/barbershop.	39.29%	-
04. List sequential steps in completing a haircut, including stationary and traveling guidelines.	78.57%	-
05. Use geometric angles and lines in haircutting.	75.00%	-
06. Define the different angles and elevations.	75.00%	-
07. Demonstrate proper sectioning/parting.	76.32%	-
08. Demonstrate the safe and proper use of the various tools of haircutting.	78.95%	-
COS1021 - Inter I Cutting	-	-
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.	100.00%	-
02. Complete a client consultation, hair and scalp analysis, and proper draping for hair styling.	100.00%	-
03. Demonstrate the basic techniques for finger waving, pin curls, and roller sets.	66.67%	-
04. Demonstrate proper comb out techniques.	55.56%	-
05. Execute a simple French braid style.	77.78%	-
06. Explain the difference between a soft press and a hard press.	38.89%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
07. Demonstrate the proper use of a curling iron and flat iron.	83.33%	-
08. Demonstrate the use of round brush and blow dryer (air forming).	83.33%	-
COS1031 - Inter I Styling	-	-
COS1040 - Intro to Chemical Texture	-	-
01. List all assigned procedures 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.	100.00%	-
02. Complete a client consultation, hair and scalp analysis, and proper draping for a chemical texture service.	88.89%	-
03. Maintain a complete and accurate record card on all chemical services.	72.22%	-
04. Recite different techniques required for waving and chemical texture services.	72.22%	-
05. Describe how the pH of chemical texture products affects the hair.	66.67%	-
06. Define permanent waving.	88.89%	-
07. Identify the chemistry of products used in permanent waving.	77.78%	-
08. Describe the relationship between hair structure, perm chemistry, and perm techniques.	77.78%	-
09. Demonstrate proper rod selection and sectioning, parting, and wrapping procedures.	88.89%	-
10. Demonstrate proper perm procedures.	77.78%	-
11. Define the purpose of chemical hair relaxing.	77.78%	-
12. List the different products used in chemical hair relaxing.	66.67%	-
13. Explain the difference between sodium hydroxide relaxers and thio relaxers.	72.22%	-
14. Describe the three basic steps of chemical hair relaxing.	77.78%	-
15. Demonstrate the procedures used for a sodium hydroxide hair relaxing process.	83.33%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
16. Demonstrate the procedures used for an ammonium thioglycolate hair relaxing process.	83.33%	-
17. Demonstrate the procedures used for soft curl service.	55.56%	-
18. Demonstrate time management by the ability to perform services within acceptable industry time standards.	55.56%	-
COS1041 - Intermed I: Chemical Texture	-	-
COS1050 - Laws, Rules, and Regulations	-	-
01. Describe the sanitation and disinfection requirements for the cosmetologist, hair stylist, esthetician, nail technician, and barber scopes of practice as defined under Department of Regulatory Affairs (DORA) Division of Cosmetology Licensure Laws, Rules and Regulations.	95.00%	-
02. State the required numbers of training hours/credits for each program license type.	95.00%	-
03. State the requirements for advanced practices and training under Colorado Barber and Cosmetology Rules established by DORA.	95.00%	-
04. Identify and discuss safety and health requirements particular to the Beauty Industry and Salons under regulations established by the Occupational Health and Safety Administration (OSHA).	95.00%	-
05. Identify and discuss regulations and requirements related to permanent makeup and cosmetics established by the U.S. Food & Drug Administration (FDA).	95.00%	-
06. Compare the requirements for individual licenses versus salon licenses as defined under the DORA, Division of Cosmetology Licensure Laws, Rules and Regulations.	95.00%	-
07. Differentiate between the scope of practices for cosmetology, hair stylist, nail tech, esthetician, and barber as defined under the DORA, Division of Cosmetology Licensure Laws, Rules and Regulations.	95.00%	-
COS1060 - Intro to Infection Control	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Identify the state laws and rules regarding infection control and the prevention of disease in salons/barbershops.	57.14%	-
02. Describe types and classifications of bacteria.	57.14%	-
03. Describe how bacteria grow and reproduce.	57.14%	-
04. Explain the relationship of bacteria and the spread of disease.	57.14%	-
05. Summarize infectious diseases that are a concern for client safety.	57.14%	-
06. Differentiate between sanitation, disinfection, and sterilization and list when each is appropriate.	57.14%	-
07. Explain the difference between pre and post sanitation and disinfection.	57.14%	-
08. Describe which cleaners, equipment, and disinfectants are useful for salons.	57.14%	-
09. Define universal precautions and discuss their responsibilities as a salon professional.	57.14%	-
10. Describe an exposure incident and the steps for corrective action.	57.14%	-
11. Explain how to effectively use disinfectants on implements and hard surfaces.	57.14%	-
12. Differentiate the proper sanitation and disinfection requirements for single and multi-use items	57.14%	-
13. Label what information is found on a Safety Data Sheet (SDS).	57.14%	-
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.	57.14%	-
COS1061 - Inter I: Infection Control	-	-
01. Demonstrate consistently appropriate pre and post sanitation, disinfection and safety techniques for each salon or spa setting service.	85.71%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. List the various forms of pathogenic microorganisms.	85.71%	-
03. Demonstrate proper mixing equivalents of chemical compounds.	85.71%	-
04. Demonstrate preventative cross-contamination using proper equipment and tools.	85.71%	-
05. Recite manufacturer's requirements for acquiring, labeling, utilizing, and storing supplies.	85.71%	-
06. Implement proper storage and labeling for personal tools and equipment.	85.71%	-
COS2003 - Inter I: Hair and Scalp	-	-
COS2010 - Inter II Color	-	-
COS2011 - Adv Color	-	-
COS2020 - Inter II Cutting	-	-
COS2021 - Adv Cutting	-	-
COS2030 - Inter II Styling	-	-
COS2031 - Adv Styling	-	-
COS2040 - Intermediate II: Chem Texture	-	-
COS2041 - Advanced Chemical Texture	-	-
COS2050 - Bus Mgmt/Per Skills/Ethics	-	-
01. Analyze and compare effective techniques to use when building a clientele.	88.24%	-
02. List the principles of selling product and services in the salon.	94.12%	-
03. Define professional ethics.	100.00%	-
04. Discuss effective ways of time management as it relates to the salon industry.	88.24%	-
05. Create a resume.	88.24%	-
06. Demonstrate successful interview skills.	88.24%	-
07. Describe the ways to go into business.	100.00%	-
08. Identify important factors to consider in opening a salon.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
09. Student will be able to summarize important business practices for personal and/or salon management (i.e. the importance of keeping accurate business records, creating effective advertising, etc.)	94.12%	-
COS2060 - Inter II: Infection Control	-	-
01. Assess appropriate pre and post sanitation, disinfection, and safety techniques for each salon service.	85.71%	-
02. Demonstrate preventative cross-contamination using proper equipment and tools.	85.71%	-
03. Apply concepts to prevent the possible spread of infection to/from a client during a salon visit.	85.71%	-
04. Compare manufacturer's requirements for acquiring, labeling, utilizing, and storing supplies.	85.71%	-
05. Maintain proper storage and labeling for personal tools and equipment.	85.71%	-
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.	85.71%	-
02. Demonstrate State Board Licensing Examination decontamination and safety practices in all aspects of the industry.	85.71%	-
03. Assess which cleaners, equipment, and disinfectants are useful for salons.	85.71%	-
04. Apply concepts of universal precautions and discuss the responsibilities of a salon professional under various scenarios.	85.71%	-
05. Demonstrate how to effectively use disinfectants on implements and hard surfaces.	85.71%	-
06. Summarize what information is on a Safety Data Sheet (SDS).	85.71%	-
07. Assess an exposure incident and construct a corrective action plan.	85.71%	-
COS2062 - Adv II Disinfec/Sanit/Safety	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
EST1001 - Steril/Sani & Safety	-	This course design is detailed focused and the information given is concrete. Students received a high score as disinfection/infection control are taught for two semesters. Students they use these skills daily in class.
01. Explain contamination control and identify common salon contaminants	100.00%	-
02. Explain why sterilization is important in the professional salon	100.00%	-
03. Define sanitation and disinfection and list when each is appropriate	100.00%	-
04. List how to effectively use disinfections on implements and hard surfaces	100.00%	-
EST1010 - Intro Skin Care	-	-
EST1011 - Intermediate Skin Care	-	-
EST1060 - Disinfection, Sanitation	-	-
EST1061 - Int Disinfection, Sanitation	-	-
EST2010 - Advanced Skin Care	-	-
EST2011 - Make-up	-	Currently strategizing ways to improve these scores overall. Part of the issue is the students are not as engaged with makeup applications as they are with other program related technical skills.
01. Complete all assigned procedures demonstrating proper disinfection and sanitation requirements and properly store supplies and equipment for make-up as defined under Department of Regulatory Affairs (DORA) Division of Cosmetology Licensure Laws, Rules and Regulations.	35.29%	-
02. Complete a client consultation, skin analysis and proper draping.	35.29%	-
03. Describe the types of cosmetics that are used and their purpose.	8.82%	-
04. Demonstrate the understanding of color theory as it relates to makeup.	2.94%	-
05. Analyze facial shapes and skin tones.	2.94%	-
06. Demonstrate the procedures for a basic makeup procedure.	2.94%	-
07. Demonstrate the procedures for corrective makeup.	2.94%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Demonstrate the procedures for special occasion makeup.	2.94%	-
09. Perform Colorado State Board Licensing Examination procedures for make-up application as required by the State examining agency.	23.53%	-
EST2012 - Hair Removal	-	-
NAT1008 - Intro Manicure/Ped/Arti Nails	-	-
NAT1010 - Intro to Nail Care	-	-
NAT1011 - Inter I Nail Care	-	-
NAT1058 - Inter Mani/Pedi/Arti Nails	-	-
NAT1059 - Inter Mani/Pedi/Arti Nails II	-	-
NAT2008 - Adv Mani/Pedi/Arti Nails	-	-
NAT2010 - Advanced Nail Care	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Review PSLOs	Ensure PSLOs reflect real-world industry experiences, and are relevant to industry expectations of entry level job seekers.	End of Fall 2026	COS Department faculty and instructors (A. Valencia, P. Graham, L. Pacheco, C. Summer, B. Lerma, A. Johnson)

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Culinary Arts

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
N/A	N/A	N/A	N/A	-

A. Assessment Activities

No Data

B. Participation

No Data

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Culinary Arts	-	-
ISLO	-	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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	85.71	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	78.57	-
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	85.71	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	92.86	-
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	-	-

2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	Performance Rate (Target = 70%)	Comments/Clarifications
Culinary Arts	No PSLO Data	-
PSLO	-	-
01. Professionally demonstrate time management in an industry setting.	-	-
02. Professionally demonstrate organization in an industry setting.	-	-
03. Use technology common to industry settings in food service operations.	-	-
04. Apply problem solving skills in a variety of customer service and industry settings.	-	-
05a. Demonstrate commitment to professional growth within industry settings.	-	-
05b. Demonstrate appropriate conduct in interactions with guests and colleagues in industry settings.	-	-
06. Students will manipulate recipes and formulas using weights and measures with industry specific tools and technology.	-	-
Hospitality Studies	-	-
PSLO	-	-
01. Professionally demonstrate time management in an industry setting.	-	-
02. Professionally demonstrate organization in an industry setting.	-	-
03. Use technology common to industry settings in food service operations.	-	-
04. Apply problem solving skills in a variety of customer service and industry settings.	-	-
05. Demonstrate commitment to professional growth and interactions with guests and colleagues in an industry setting.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CUA1001 - Food Safety and Sanitation	No CSLO Data	-
CUA1025 - Introduction to Foods	-	-
CUA1031 - Starch/Pasta/Casserol/Grain	-	-
CUA1057 - Menu Planning	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
HOS1005 - Mgmt in Hospitality Industry	-	-
HOS1031 - Planning for Special Events	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
-	-	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Dental Hygiene

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Continue to align one sequential course rubric for the class of 2026 and 2027 to be scored throughout the 2 year curriculum	The evaluation progression of dental hygiene students over the 2 year period of the program	Start Fall 2026	6/6 full time faculty	Rubrics will be assigned to course responsible at beginning of semester
Align one rubric for the BAS program	To assess one BAS class sequentially throughout the 2 year program	Start Fall 2026	BAS faculty	Rubrics will be assigned to course responsible at beginning of semester
Meet with each course responsible to verify if mapping is correct for outcomes.	Make it through all AAS courses	Start Spring 2026	All full time faculty	Rubrics will be assigned to course responsible at beginning of semester

A. Assessment Activities

Activities to Continue:

The dental hygiene program consists of 19 2nd year students and 22 1st year student in the AAS degree. In the BAS degree program there are 10 students.

In comparing results from 2024 to 2025, 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 2026. Within a norming session held during the Fall 2025 semester, we aligned similar courses to follow a cohort through the full two year program.

Activities to Modify:

More accurate data would be seen if we could have results from the academic year instead of the calendar year. We always have data from the previous graduating class flow into the current two classes being evaluated. Definitely see more skewed results.

We don't evaluate clinical summer courses due to non-sequential courses available along with only one cohort.

Activities to Add:

General comment:

Now that all mapping is completed, we need to ensure that the rubric and the outcomes are correlated to the activity. Since mapping of some courses was completed in the past, the outcomes weren't the same as we've had in the past.

****Update:** In our department meeting today, we found that course learning outcome had changed for some courses for some reason. Maybe from the completion of the mapping changed some things with the CSLO's? Since we assess the same courses each year with a particular activity/assignment, it was noted the change. Is there an easy fix for this? Faculty is to review their course outcomes and report back with which one they want.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

B. Participation

Goals: 6/6 full time dental hygiene faculty participated in assessment of student learning. One part time instructor participated in Fall 2025 assessment

Strategies: We will continue to meet once a semester as full-time faculty to assign sequential rubrics that are cohort specific

Successes: Seasoned faculty assisted with the navigation of eLumen

Difficulties: Lack of participation from 9/9 part time instructors that are strictly in the clinical setting

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Dental Hygiene	-	-
ISLO	62.12%	-
ISLO1: Critical Thinking & Problem Solving	57.78%	-
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	60.12%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	50%	-
ISLO2: Effective Communication	84.44%	-
2a: Organize and express ideas clearly in both written and oral communication	84.44%	-
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	50%	-
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	50%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	50%	-
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	50%	-
ISLO5: Professionalism	100%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	100%	-
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	38.46%	-
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	38.46%	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Dental Hygiene	-	-
PSLO	-	-
1. a. Recognize and explain dental hygiene rules and regulations established by state licensing agencies.	44.29%	-
1. b. Model the dental hygiene professional code of ethics.	-	-
1.c. Apply principles of risk management and infection/hazard control to prevent liability and support patient/client health.	-	-
1. d. Provide compassionate and competent oral health care in a variety of settings and to a variety of individuals without discrimination.	-	-
1. e. Communicate effectively with peers and instructors to formulate a clear and precise point of view.	100.00%	-
2. a. Offer patient education and counsel to reduce health risks and promote wellness.	-	-
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.	-	-
3. a. Systematically collect and record relevant data on the patient/client.	-	-
3. b. Interpret patient/client data to identify needs and oral health problems.	-	-
3. c. Apply evidence-based decision making using methods consistent with the dental hygiene scope of practice and legal principles to establish a diagnosis.	60.12%	-
3. d. Formulate a comprehensive dental hygiene care plan that meets the needs of the patient/client.	50.00%	-
4. a. Provide preventive and therapeutic services that promote oral health according to the needs of the patient/client.	50.00%	-
4. b. Evaluate the effectiveness of the implemented dental hygiene care plan by using indices, instruments, examination techniques and the patient/client satisfaction survey.	-	-
4. c. Modify dental hygiene care plan and refer patient/client for follow-up care as needed.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
5. a. Advance the profession through service activities and affiliations with professional organizations.	38.46%	-
5. b. Promote the values of the profession to the public and outside organizations.	-	-
5. c. Assume professional responsibilities through the process of self assessment for personal growth and life-long learning.	100.00%	-
BAS PSLOs	-	-
1. Compare and contrast current and emerging issues and trends facing the profession of dental hygiene today.	-	-
2. Communicate effectively with peers and instructors to formulate a clear and precise point of view	53.33%	-
3. Effectively use technology to locate, relate and communicate information.	-	-
4. Create and implement instructional best practices to facilitate effective teaching and student learning.	-	-
5. Demonstrate the ability to problem solve effectively utilizing evidenced based strategies and decision making processes.	-	-
6. Promote and recognize the science of public health through education and service activities.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
DEH1001 - Preclinical Dental Hygiene	-	-
DEH1002 - Preclinic Dental Hygiene Lab	-	-
DEH1003 - Dental Anatomy and Histology	-	-
DEH1004 - Dental Radiology	-	-
DEH1005 - Intro to Dental Hygiene	-	-
01. Apply principles and theoretical knowledge in regard to the dental hygiene process of care.	8.70%	Need to ensure rubric and outcomes are aligned. This percentage is very low according to 50% target for 1st year students
DEH1011 - Dental and Medical Emergencies	-	-
DEH1022 - Periodontics I	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
DEH1023 - Head and Neck Anatomy	-	-
DEH1026 - Dental Materials	-	-
05. Explain the strengths and weaknesses of various materials in the oral environment and their impact on the provision of dental hygiene services.	50.00%	-
DEH1032 - Applied Dental Pharmacology	-	-
09. Discuss general considerations regarding drug abuse, adverse reactions, toxicity, and overdose.	100.00%	-
DEH1033 - Local Anesthesia	-	-
DEH1034 - Advanced Clinical Skills	-	-
DEH1038 - Nitrous Oxide/Oxygen Sedation	-	-
DEH1053 - Clinical Theory I	-	-
01. Determine appropriate instrument sharpening armamentarium to maintain a sharp instrument cutting edge and original instrument design.	4.17%	As stated above, need to ensure rubric and outcomes are correlated to the activity to meet target goal percentage of 1st year students. This percentage is very low from our target of 50% for 1st year students
DEH1070 - Clinical Practice I	-	-
DEH1071 - Clinical Practice I-A	-	-
DEH2002 - Dental Nutrition	-	-
02. Analyze the energy producing and non-energy producing nutrients' roles in the development and maintenance of all oral tissues and salivary glands.	45.83%	-
DEH2004 - Community Dental I	-	-
03. Apply the epidemiology model for the study of general and oral disease.	100.00%	-
DEH2013 - General and Oral Pathology	-	-
DEH2021 - Ethics and Practice Management	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
13. Discuss the code of Ethics of the Dental Hygiene profession	100.00%	-
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.	100.00%	-
DEH2042 - Periodontics II	-	-
07. Define supportive periodontal maintenance (SPT) and relate all aspects of determining treatment parameters	52.63%	-
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.	100.00%	-
DEH2066 - National Boards Review	-	-
02. To provide a formalized review session of the Dental Hygiene Subjects covered on the National Board Exam	100.00%	-
DEH2068 - Clinical Theory II	-	-
02. Apply the Dental Hygiene Process of Care to treatment planning and progress notes documentation.	73.68%	-
DEH2070 - Clinical Practice II	-	-
DEH2071 - Clinical Practice III	-	-
DEH2082 - Periodontics III	-	-
03. Define osseointegration and compare the three implant types	100.00%	-
DEH2085 - Clinical Theory of DEH III	-	-
DEH3001 - Adv Careers in Dental Hygiene	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
DEH3041 - Clinical Teaching Methods	-	-
DEH3055 - Social Issues in Oral Health	-	-
DEH4055 - Topics in Dental Public Health	-	-
DEH4089 - Capstone: Dental Hygiene	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Continue to align one sequential course rubric for the class of 2026 and 2027 to be scored throughout the 2 year curriculum	The evaluation progression of dental hygiene students over the 2 year period of the program	Start Fall 2026	6/6 full time faculty
Align one rubric for the BAS program	To assess one BAS course sequentially through the 2 year program	Start Fall 2026	BAS faculty
Meet with each course responsible to verify if mapping is correct for outcomes	Make it through all AAS courses	Start Spring 2026	All full time faculty

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Early Childhood Education

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Increase assessment participation	100%- Have all part time instructor training and have it recorded where part time instructors can complete their assessments at that time.	At the end of each semester	ECE faculty and part time instructors	Ongoing- I did not get 100% participation. I will continue to work toward this goal. I will send reminders and share trainings with Part time instructors.
Give recourses for ongoing Professional Development	Students will attend at least one outside professional development training during each semester.	At the end of each semester.	ECE Students	Professional Development training was available at no cost to students in December 25: Trauma Informed Care training
Give clear expectations for students for accountability in course work and participation	All instructors will use simple syllabi and go over accountability and participation and give clear instructions and expectorations.	First week of the semester	ECE Faculty and part time instructors.	Ongoing- Three out of seven part time instructors are using simple syllabi- Training will be made available to instructors prior to the Fall 26 semester

A. Assessment Activities

Activities to Continue:

I would like to continue to assess the same courses to get the data and see long term results. I will also add ECE 2101 to the assessment this semester since it is the only course without any assessment scored.

Activities to Modify:

I don't want to make any adjustments to the classes, rubrics and learning outcomes to courses that were scored until I can get a few semesters of the assessment evidence to see where the courses need to be adjusted based on the scores.

Activities to Add:

I am going to add ECE 2101 this semester. This course has not been taught in person at the college for several years. It's a great class with students that are just beginning their associates and some that are graduating this year. It will be interesting to see the outcomes with the various students in different phases of their education. I will see if I need to change any of the learning outcomes for the course once I see the assessment results.

B. Participation

Goals: I am still struggling to get all the part time instructors to complete an assessment every semester. I will continue to work on this goal and offer as many supports as I can to achieve 100% participation.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Early Childhood Education	-	-
ISLO	83.33%	-
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	89.74%	-
2a: Organize and express ideas clearly in both written and oral communication	89.74%	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	68.12%	Work with students to improve score
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	68.12%	Research current ece materials and methodology/ pedagogy
ISLO5: Professionalism	90.60%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	89.74%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	89.74%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	92.31%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	-	-
ISLO6: Social Consciousness	82.83%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	85.19%	-
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.	86.67%	-
6c: Engage with local and extended communities to promote civic action and social improvement.	80.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues.	73.33%	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Early Childhood Education	-	-
PSLO	-	-
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).	-	-
1b. Discuss the goals, benefits, and uses of assessment in developing appropriate goals, curriculum, and teaching strategies for young children.	-	-
1c. Recognize and explore young children's characteristics, needs, and influences on early development and learning.	-	-
2a. Collaborate professionally with families and colleagues/team members.	92.31%	-
2b. Create healthy, respectful, supportive, and challenging learning environments for young children.	-	-
2c. Demonstrate awareness of diverse family and community characteristics.	-	-
2d. Develop a plan to involve families and communities in young children's development and learning.	-	-
2e. Demonstrate effective communication and presentation skills.	89.74%	-
2f. Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus.	-	-
2g. Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience.	-	-
3a. Describe how classroom arrangement maximizes learning in all developmental domains.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
3b. Discuss appropriate early learning standards and other resources for designing, implementing, and evaluating developmentally meaningful and challenging curriculum for each child.	-	-
4. Apply a broad repertoire of developmentally appropriate teaching/learning approaches, including technology.	68.12%	Will include more instruction for technology
5a. Reflect on own practice to promote positive outcomes for each child.	-	-
5b. Demonstrate personal accountability for engaging in the learning process, including preparation, time management, and active participation.	89.74%	-
6a. Identify and involve oneself with the early childhood field.	-	-
6b. Uphold ethical standards with commitment to academic integrity and other early childhood professional guidelines.	92.31%	-
6c. Engage in continuous learning to develop as a professional.	89.74%	-
6d. Integrate knowledgeable, reflective, and critical perspectives on early education.	-	-
6e. Engage in informed advocacy for young children and the early childhood profession.	-	-
7a. Observe and practice in early education settings.	-	-
7b. Apply observation, documentation, and other appropriate assessment tools and approaches.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ECE1011 - Intro to Early Childhood Educ	No CSLO Data	-
ECE1031 - Guidance Strategies Yng Child	-	-
ECE1045 - Intro to ECE Techniques	-	-
ECE1111 - Infant/Toddler Theory/Practice	-	-
ECE2051 - ECE Nutrition/Health/Safety	-	-
ECE2088 - Practicum:Early Childhood Ed	-	-
ECE2101 - Working w/Families & Communs	-	-
ECE2381 - ECE Child Growth & Development	-	-
ECE2401 - Admin of ECE Programs	-	-
ECE2411 - Admin:Human Relations ECE	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ECE2601 - The Exceptional Child	-	-
ECE2621 - Curriculum Methods/Techniques	-	-
ECE2631 - Language & Cognition	-	-
ECE2641 - Creativity and the Young Child	-	-
ECE2661 - Science/Math & the Young Child	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
100% Participation in Assessment	100% participation in faculty and part time instructors completing assessments each semester. Program Coordinator will follow up with part time instructors to ensure they have training and are able to access ELumen to complete the goal.	At the end of each Semester	ECE Faculty and Part time Instructors
Apply a broad repertoire of developmentally appropriate teaching / learning approaches, including technology	Assessment and Family Partnership Simulation with Technology, I will create an AI BOT for family engagement simulation and a DAP assessment lab that requires students to: collect and curate observational evidence using a documentation app, translate findings into family friendly language and co design one home school activity using low or no cost technology. I will measure impact through a portfolio with 85% of students meeting proficiency on relevance to child development, cultural responsiveness, and appropriate tech selection.	At end of the semester	ECE Faculty / ECE Students
Give clear expectations for students for accountability in course work and participation.	All instructors will use simple syllabi and go over accountability, clear instructions and expectations.	One week prior to each semester or course beginning.	ECE Faculty and Part time Instructors
Add an assessment for ECE 2101	Develop an activity for working with families and community members and add a rubric	At the end of Semester	ECE coordinator and instructor

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Emergency Medical Services

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Enhancing the EMT classroom with more active learning and working to implement this in all EMT classes on all campuses and online.	This is a widespread goal that will improve understanding and improve evaluations across the EMT program. We hope to see an improvement in National Registry exam results.	By December 2025 we will review the classes and see if all of them are coordinated.	Abigail Eahehart, Casey Mauth, Beth Barr, Max Mabrey, Donna Riggert.	This is an ongoing goal to share activities that work well across all classes. Since many graduates do not take the National Registry it was decided wasn't a valid assessment data point for this project.
Implementing Kahoot in several classes.	to improve student engagement in the Hyflex format. We will evaluate this with a simple student survey to see if the students feel they are better engaged.	This will be an ongoing project but we will evaluate it by the end of the spring and fall semesters.	Abigail Eahehart, Casey Mauth, Beth Barr, Max Mabrey, Donna Riggert, Todd Jones, Carter Smith, Dawn Mathis	Kahoot was implemented into some classes. A survey was not given.

A. Assessment Activities

Activities to Continue:

The goal to enhance the EMT classroom with more active learning was accomplished. All of the EMT classes are using more active learning in place of lecture in various ways. Our EMT classes are presented in several formats, asynchronous online, hyflex and in person. Because of these varying formats each instructor is deciding what works well for them. The EMT instructors are good at sharing ideas and successes with each other. We did not notice a significant overall increase in National Registry scores but we realize that using those scores as a measure of active learning success isn't valid. There are too many other variables. While the EMT instructors will continue utilizing active learning we won't use that as a continuing goal for ASL.

Activities to Modify:

Todd Jones and Carter Smith use Kahoot more than the other instructors so they are planning on doing a survey this spring to see if students feel kahoot is valuable.
We are continuing to learn more about how to implement Kahoot into courses.

Activities to Add:

We are considering changing our goals to focus on a project of implementing more National Registry style questions into the EMT curriculum along with teaching students how to read test questions.

B. Participation

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Our participation was pretty good. We still had some part time instructors who were not familiar with the process and didn't follow through. As the department chair I will work to make sure all of the part time instructors are knowledgeable about the process.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Emergency Medical Services	-	-
ISLO	89.6	-
ISLO1: Critical Thinking & Problem Solving	90.61	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	100	-
1b: Explore implications, inferences, assumptions, and alternate solutions	89.84	-
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	89.84	-
ISLO2: Effective Communication	88.97	-
2a: Organize and express ideas clearly in both written and oral communication	89.19	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	90	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	90.57	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	81.25	-
ISLO3: Quantitative Reasoning	88.18	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	88.18	-
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	86.73	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
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	86.73	-
ISLO5: Professionalism	90	-
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	90	-
ISLO6: Social Consciousness	90.96	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	90.96	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Emergency Medical Services	-	-
PSLO	-	-
(BAS) 01. Complete an advanced medical assessment to establish a patient care plan incorporating findings from a physical exam, history (PMX and HPI) and lab values.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
(BAS) 02. Develop an understanding of patients with emotional and psychological conditions or crisis.	-	-
(BAS) 03. Explain how to manage patients with acute and chronic medical and traumatic conditions.	-	-
(BAS) 04. Evaluate community needs through an understanding of social determinants of health and health related behaviors.	-	-
(BAS) 05. Determine the health and social resources available in a community.	-	-
(BAS) 06. Formulate a plan to work with healthcare agencies and services to establish an integrated healthcare plan to better serve communities.	-	-
(BAS) 07. Evaluate current research and perform new research to assess current best medical practice and community needs.	-	-
(BAS) 08. Develop a plan to work collaboratively with healthcare agencies and services to establish preventive strategies to foster healthier communities.	-	-
01. Demonstrate scene safety and safe attitudes in the class, lab, clinical and field settings.	91.30%	-
02. Analyze patient information obtained through interview, assessment, and/or report to list potential differential diagnoses.	100.00%	-
03. Perform all skills appropriate to an entry level EMS provider.	85.33%	-
04. Develop a treatment plan based on patient information, presentation and differential diagnosis.	89.84%	-
05. Provide accurate, timely, complete and consistent documentation of each patient encounter.	95.24%	-
06. Demonstrate professional behavior in the classroom, clinical and internship setting.	88.81%	-
07. Demonstrate professional and compassionate communication during contact with patients, bystanders, coworkers and other health care providers.	90.18%	-
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.	100.00%	-
09. Model team interaction using crew resource management.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
10. Discuss the importance of resiliency for an EMS provider and develop a personal plan for resiliency.	-	-
11. Perform an appropriate assessment of a patient based on presentation, mechanism of injury and/or complaint.	91.82%	-
12. Explain the role of EMS as an integrated part of the healthcare system, legal/ethical considerations and disease prevention strategies.	-	-
13. Demonstrate an understanding of medical terminology, human development, anatomy, physiology, and pathophysiological processes.	-	-
14. Discuss safe ambulance operations.	-	-

-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
EMS1015 - Emergency Medical Responder	-	-
EMS1021 - EMT Fundamentals	-	-
EMS1022 - EMT Medical Emergencies	-	-
EMS1023 - EMT Trauma Emergencies	-	-
EMS1024 - EMT Special Considerations	-	-
EMS1050 - Pediatric Education	-	-
EMS1070 - EMT Clinical	Many 100% results - please clarify	-
01. Demonstrate safe attitudes and a regard for scene safety in the lab and clinical setting.	100.00%	All of these assessments are in the students final psychomotor scenario evaluation. This evaluation is pass/fail. So anyone who passed received a 100%
02. Demonstrate appropriate airway management techniques at the basic life support level.	100.00%	-
03. Demonstrate the ability to take an accurate and complete set of vital signs.	100.00%	-
04. Perform a thorough history on patients with medical and/or trauma complaints.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Perform a thorough physical examination on patients with medical and/or trauma complaints.	100.00%	-
06. Assist patients with the administration of select medications allowed by state guidelines.	100.00%	-
07. Perform trauma management skills, including splinting, spinal stabilization, and bleeding control.	50.00%	-
08. Perform cardiopulmonary resuscitation (CPR).	100.00%	-
09. Operate an automated external defibrillator (AED) safely	-	-
EMS1071 - AEMT Clinical Internship	-	-
EMS1080 - EMT Clinical Internship	-	-
04. Demonstrate the proper method of report writing.	37.50%	We need to find out more about how students should be scored that don't complete the internship. If they don't do the internship rides they are not evaluated so the instructor gave them a score of 0. But that skewed the data.
05. Present themselves in clean, appropriate attire.	50.00%	-
06. Utilize educational opportunities in the clinical setting.	50.00%	-
07. Recognize the need for instruction or assistance.	33.33%	-
10. Exhibit preparedness and competence as an EMT.	50.00%	-
16. Demonstrate a safe method for approaching a patient.	50.00%	-
18. Demonstrate sound interview skills.	33.33%	-
EMS1125 - AEMT Fundamentals	-	-
EMS1127 - AEMT Special Considerations	-	-
EMS1131 - AEMT Pharmacology	-	-
EMS1132 - EMS IV / IO Therapy	-	-
EMS1133 - AEMT Medical Emergencies	-	-
EMS1135 - AEMT Trauma Emergencies	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
EMS2025 - Paramedic Practice	-	-
EMS2026 - Paramedic Practice - Lab	-	-
EMS2027 - Paramedic Spec Considerations	-	-
EMS2028 - Special Considerations Lab	-	-
EMS2029 - Paramedic Pharmacology	-	-
EMS2030 - Paramedic Pharmacology Lab	-	-
EMS2031 - Paramedic Cardiology	-	-
EMS2032 - Paramedic Cardiology Lab	-	-
EMS2033 - Paramedic Medical Emergencies	-	-
EMS2034 - Medical Emergencies Lab	-	-
EMS2035 - Paramedic Trauma Emergencies	-	-
EMS2036 - Trauma Emergencies Lab	-	-
EMS2037 - Paramedic Internship Prep	-	-
EMS2080 - Internship I:	-	-
EMS2081 - Paramedic Internship II	-	-
EMS3010 - Behavioral Assessment	-	-
01. Explain the concepts of Screening, Brief Intervention, and Referral to Treatment (SBIRT) in patient care.	80.00%	-
02. Research suicide risk assessment tools.	84.00%	-
03. Demonstrate use of a medical clearance tool.	84.00%	-
04. Review a client risk assessment.	84.00%	-
05. Explain how to recognize dementia.	84.00%	-
06. Define conflict resolution and de-escalation.	84.00%	-
07. Evaluate the characteristics of someone in crisis.	84.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Explain the appropriate response to someone in crisis.	84.00%	-
09. Analyze the benefits of applying conflict resolution and de-escalation in the workplace.	84.00%	-
EMS3011 - Motivational Interviewing EMS	-	-
EMS3012 - Trauma Inform Care & Assess	-	-
EMS3030 - Community Advocacy & Outreach	-	-
EMS3031 - Community Assessment	-	-
EMS4030 - Care & Prevent Devlp Strat	-	-
EMS4089 - Capstone	-	-

-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
The EMS department would like to improve student test taking ability. We plan to develop and administer a pretest to evaluate the students ability to read exams. We will then educate them on test taking; how to read a stem to find the important information and how to answer questions. We will then administer a posttest to see if the students have improved.	The overall goal is to improve first time pass rates on the National Registry but it is difficult to use that as data points since there are so many variables. Instead of that indirect data we will do a pretest and posttest to assess question deciphering.	Since the faculty have already started teaching the students how to read test questions we missed the opportunity for a pretest. We will start this in the fall.	All EMS faculty that teach in the EMT program. Rosie Snow, Donna Riggert, Max Mabrey.

2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans

English & Communication

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Increase the number of classes assessed for the Critical Thinking and Written Communication learning outcomes.	Assess at least 80% of courses with more than 1 section for these learning outcomes.	Plan by the end of the Spring 2025 semester for Fall 2025 opening.	All ENG instructors.	-
Develop and Implement an Assessment specific to AAA1001	Assess all sections of AAA1001 as it rolls out in FA25	Plan by the end of Spring 2025 semester for Fall 2025 opening	Kari Lee; Jamie Patti	-

A. Assessment Activities

Activities to Continue:

- **LIT2055 (Children's Literature):** We should continue monitoring this course, but perhaps with a different focus. The current data shows exceptionally high performance (81%–93%) across all outcomes. This is a success story we should maintain, but we might want to ensure the rigor is appropriate given the high scores.
- **ENG1031 (Technical Writing):** Continue the current assessment strategy for the majority of outcomes (audience, visual design, conventions), as students are performing very well (88%–94%).
- **AAA1009 (Advanced Academic Achievement):** Continue assessing this course as the data is consistent and near the target (69%–78%), providing a good baseline for our First-Year Experience efforts.

Activities to Modify:

- **PHI1011 (Intro to Philosophy): This is a priority for modification.** The assessment data shows critical gaps, with performance rates between **25% and 37.5%** across all outcomes. We need to modify either the assessment instrument (is it too difficult?), the instruction alignment (are we teaching to the outcome?), or the artifact collected.
- **COM1250 (Interpersonal Communication):** We need to modify our approach to **CSLO 07 (Listening Strategies)** and **CSLO 01 (Contexts)**. Students scored **33.33%** and **47.62%** respectively. The current assessment method for "listening" may not be capturing student skills accurately, or the curriculum may need to emphasize these units more.
- **ENG1031 (Technical Writing) - CSLO 04:** While the course is strong overall, the outcome for "Synthesizing evidence" was only **50%**. We should modify the specific assignment used to measure research skills in this technical context.

Activities to Add:

Across multiple disciplines (ENG1031 at 50%, PHI1011 at 25%), students struggle with evaluating sources and evidence. We should add a department-wide focus or a shared rubric on "Evidence Synthesis" to address this common deficit.

B. Participation

Goals:

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

- **Concern (Philosophy):** The low scores in **PHI** might also reflect a participation issue—if the sample size is very small (e.g., only one section reported), the data might be skewed.
- **Success:** Participation in **ENG** and **COM** appears robust given the volume of data generated for both PSLOs and ISLOs.
- **Streamlined Reporting for Adjuncts:** Since disciplines like ASL often rely on adjunct faculty, we will simplify the data entry process or provide "assessment days" where full-time faculty assist part-time instructors with entering their data into eLumen.
- **Closing the Loop on Philosophy:** We will schedule a specific meeting for Philosophy instructors to review the 25% performance rate.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
English & Communication	-	-
ISLO	67.63%	Overall performance is just below the 70% target, largely pulled down by gaps in Professionalism (5a) and Textual Literacy (4d).
ISLO1: Critical Thinking & Problem Solving	69.10%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	70.59%	Students are meeting the benchmark in initial evidence interpretation.
1b: Explore implications, inferences, assumptions, and alternate solutions	72.33%	Strong performance here indicates students are effectively engaging with alternate solutions and inferences.
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	66.83%	Below the 70% target. Students are struggling to effectively integrate and synthesize evidence to support their conclusions in composition or literature assignments. Scaffolding this specific skill deeper into the D2L course shells could help.
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	67.11%	Slightly below target. May require more focus on addressing counterarguments or specific audience contexts.
ISLO2: Effective Communication	68.84%	All ISLO2 metrics are remarkably consistent, hovering just below the 70% threshold. This uniformity suggests a need for a slight, department-wide adjustment or standardization of semantic communication rubrics to push outcomes over the target line.
2a: Organize and express ideas clearly in both written and oral communication	68.77%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	68.16%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	68.92%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	69.73%	-
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	62.27%	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	62.27%	Significantly below target. This points to a major challenge with information literacy and research methodology. Students are struggling to evaluate and apply suitable sources. Integrating progressive research milestones could address this.
ISLO5: Professionalism	65.07%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	61.01%	The lowest scored outcome across the board (61.01%). Time management and preparedness are major hurdles, heavily impacting first-year experience and introductory cohorts. Exploring structural supports or automated pacing reminders is recommended.
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	67.56%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	67.51%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	63.62%	Slight struggle with professional conduct expectations. May need clearer norm-setting early in the semester.
ISLO6: Social Consciousness	70.09%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	69.05%	-
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.	69.38%	-

2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
6c: Engage with local and extended communities to promote civic action and social improvement.	73.75%	The highest scored outcome in the dataset (73.75%). This is a notable success, likely reflecting strong civic engagement themes in our communication coursework. We should identify the specific courses driving this to replicate the success.
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues.	70.79%	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
English & Communication	-	-
Advanced Academic Achievement	-	-
PSLO	-	-
01. Demonstrate enhanced personal management (Time Management/Personal Accountability)	62.77%	Below target. Mirrors the time management struggles seen in the ISLO data; may require additional automated pacing reminders within the D2L course shells.
02. Apply critical and creative thinking	72.31%	-
03. Demonstrate effective collegiate communication skills	66.15%	-
04. Demonstrate an awareness of community and diversity	68.73%	-
05. Enhance personal strategies for improved academic proficiency (Resource Management)	71.52%	-
06. Enhance personal strategies for improved academic proficiency (Interdependence/Interpersonal Skills)	69.63%	Just shy of the 70% target.
07. Create educational and career plans (Grit/Perseverance/Self-efficacy)	74.38%	-
08. Preparedness (placeholder)	-	-
09. Responsibility for Time Management (placeholder)	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
10. Follows Communication Procedures (placeholder)	-	-
American Sign Language	-	-
PSLO	No PSLOs	-
College Composition & Reading	-	-
PSLO	-	These may need to be remapped due to the change in prefix.
ENG121 4a. Use accurate grammar.	-	-
ENG121 4b. Use accurate mechanics and spelling.	-	-
ENG121 4c. Choose diction and usage appropriate to writing purposes and audiences.	-	-
PSLO1: Create and develop within the context of the situation and the assigned tasks.	-	-
PSLO2a: Apply formal and informal conventions of writing, including organization, content, and mechanics, in particular forms/fields.	-	-
PSLO2b: Apply formal and informal conventions of writing, including purpose, in particular forms/fields.	-	-
PSLO2c: Apply formal and informal conventions of writing, including presentation and formatting, in particular forms/fields.	-	-
PSLO2d: Apply formal and informal conventions of writing, including stylistic choices, in particular forms/fields.	-	-
PSLO3: Critically read and evaluate a variety of college-level texts in multiple genres	-	-
PSLO4: Integrate and synthesize evidence and/or sources in support of a claim	-	-
Communication	-	-
PSLO	-	-
01. Describe the Communication discipline and its central questions	53.85%	Significantly below target. Foundational discipline knowledge is lagging and may need earlier reinforcement in introductory modules.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Employ Communication theories, perspectives, principles, and concepts.	71.62%	Solid, consistent performance across core communication competencies.
03. Engage in Communication inquiry.	74.32%	Solid, consistent performance across core communication competencies.
04. Create messages appropriate to the audience, purpose, and context.	76.74%	Solid, consistent performance across core communication competencies.
05. Critically analyze messages.	76.74%	Solid, consistent performance across core communication competencies.
06. Demonstrate the ability to accomplish communicative goals (self-efficacy).	57.14%	Low self-efficacy scores suggest students are struggling with confidence in practical application.
07. Apply ethical communication principles and practices.	-	-
08. Utilize communication to embrace difference	70.21%	-
09. Influence public discourse.	80.77%	Strong outlier success. This is excellent evidence of civic engagement to highlight in our upcoming 7-year HLC review narratives.
10. Integrate and synthesize evidence and/or sources in support of a claim	-	-
11. Preparedness (placeholder)	-	-
12. Responsibility for Time Management (placeholder)	-	-
13. Follows Communication Procedures (placeholder)	-	-
gtP SLOs	-	Extremely high performance in intercultural communication dynamics. We should review these courses to see what instructional designs are driving this success.
1. Assess the impact of cultural factors on the human communication process.	64.71%	This seems to be an outlier in COM 2300. We should assess why students perform highly in other areas but not this one.
2. Identify specific forces which create cultural differences.	82.35%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
3. Speculate about the impact of cultural diversity on everyday interactions and contexts, such as business, education and interpersonal relationships.	88.24%	-
4. Theorize about the influence of cultural values and world view on language and thought processes.	70.59%	-
6. Illustrate the various factors which may inhibit communication between people of different cultures and suggest means of managing barriers to intercultural communication.	82.35%	-
7. Demonstrate specific communication skills to improve their intercultural communication.	82.35%	-
gtP1. Illustrate Organization (Oral/Presentational Communication 1a): Implement an organizational pattern that results in a cohesive presentation (specific introduction and conclusion, sequenced material within the body, and transitions).	-	-
gtP2. Develop a Central Message (Oral/Presentational Communication 2a): Develop a central message using the content and supporting materials.	-	-
gtP3. Address Language (Oral/Presentational Communication 3a-b): Employ language that enhances the presentation and incorporate language that is appropriate to the audience.	-	-
gtP4. 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.	-	-
gtP5. Integrate Content & Supporting Material (Oral/Presentational Communication 5a-c): Incorporate a variety of types of supporting materials from authorities, reference and connect information through analysis that supports the presentation while establishing the presenter's credibility/authority on the topic, and manage visual aids with appropriate technology.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
English	-	-
PSLO	-	-
01. Integrate knowledge of audience, purpose, genre, and context in a way that is responsive to the situation.	69.28%	Just missing the target.
02a. Define the scope of the research question, thesis, or main idea.	69.28%	Just missing the target.
02b. Select sources that directly relate to the key concepts or answer the research question(s).	57.45%	Students are struggling significantly with source selection and relevance.
03. Access information using effective, well-designed search strategies.	-	-
04a. Critically read evidence and/or sources.	62.40%	Information literacy and documentation remain consistent hurdles across the program.
04b. Evaluate evidence and/or sources.	-	-
04c. Integrate and synthesize evidence and/or sources in support of a claim	61.87%	Information literacy and documentation remain consistent hurdles across the program.
04d. Follow an appropriate documentation system in applying evidence and/or sources.	58.17%	-
05a. Utilize a variety of information sources appropriate to the scope and discipline of the research question.	52.00%	A major low point. Validates the need to heavily scaffold research methodologies.
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.	62.16%	-
06. Utilize correct citation practices on the use of information from a variety of sources to observe ethical and legal restrictions.	64.63%	-
07a. Apply formal and informal conventions of writing in designated forms and/or fields. (Organization)	68.62%	Presentation/Formatting met the target (72.6%), but content and organization fell slightly short. Clarifying semantic HTML rubrics in D2L might help standardize grading and expectations here.
07b. Apply formal and informal conventions of writing in designated forms and/or fields. (Content)	66.01%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
07c. Apply formal and informal conventions of writing in designated forms and/or fields. (Presentation & Formatting)	72.63%	Presentation/Formatting met the target (72.6%), but content and organization fell slightly short. Clarifying semantic HTML rubrics in D2L might help standardize grading and expectations here.
07d. Apply formal and informal conventions of writing in designated forms and/or fields. (Stylistic Choices)	67.52%	-
08a. Employ proper conventions, including spellings, grammar, mechanics, and word choice appropriate to the writing task.	68.37%	Clustered closely together, just below the 70% line.
08b. Produces sentence structures that are complete, varied, and effective.	65.78%	Clustered closely together, just below the 70% line.
09a. Support a conclusion that is tied to the range of information presented.	66.15%	Clustered closely together, just below the 70% line.
09b. Reflect on the implications and consequences of the stated conclusion.	-	-
10. Identify connections between world-views, power structures, and experiences of individuals, groups, communities, or cultures, in historical or contemporary contexts.	67.92%	Clustered closely together, just below the 70% line.
11a. Address ethical, social, and environmental challenges within local or global systems.	-	-
11b. Assess a range of actions or solutions informed by one's sense of personal and civic responsibility.	-	-
12a. Exhibit personal accountability in the classroom and in the online environment.	54.64%	Peer critique and online accountability are notably low. Online environmental design and peer review structures may need an overhaul.
12b. Exhibit self-efficacy in the classroom and in the online environment.	52.58%	Peer critique and online accountability are notably low. Online environmental design and peer review structures may need an overhaul.
12c. Exhibit ethical behavior in the classroom and in the online environment.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
13a. Collaborate to constructively critique one's own work and the work of others.	51.55%	Peer critique and online accountability are notably low. Online environmental design and peer review structures may need an overhaul.
13b. Engage in a recursive writing process that demonstrates planning, reflection, and growth in response to feedback.	63.02%	-
14a. Preparedness (placeholder)	-	-
14b. Responsibility for Time Management (placeholder)	-	-
14c. Follows Communication Procedures (placeholder)	-	-
gtP SLOs	-	Consistently low across the board for these specific gtP writing outcomes. Requires departmental discussion on whether the assessment tools are too rigorous or if foundational skills are slipping.
gtP1. Employ Rhetorical Knowledge (Written Communication 1a): Exhibit a thorough understanding of audience, purpose, genre, and context that is responsive to the situation	55.17%	-
gtP2. Develop Content (Written Communication 2a): Create and develop ideas within the context of the situation and the assigned task(s).	56.90%	-
gtP3a. Apply Genre & Disciplinary Conventions (Written Communication 3a): Apply formal and informal conventions of writing, including organization, content, and stylistic choices, in particular forms and/or fields.	56.90%	-
gtP3b. Apply Genre & Disciplinary Conventions (Written Communication 3a): Apply formal and informal conventions of writing, including presentation and formatting, in particular forms and/or fields.	-	-
gtP4a. Use Sources & Evidence (Written Communication 4a-b): Critically read, evaluate, apply, and synthesize evidence and/or sources in support of a claim.	56.90%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
gtP4b. Use Sources & Evidence (Written Communication 4a-b): Follow an appropriate documentation system.	-	-
gtP5. Control Syntax & Mechanics (Written Communication 5a): Demonstrate proficiency with conventions, including spellings, grammar, mechanics, and word choice appropriate to the writing task.	55.17%	-
Literature	-	-
PSLO	-	-
01. Create and develop ideas within the literary context.	86.49%	Consistently high scores across core literary analysis outcomes.
02. Critically read and synthesize evidence from a variety of literary works.	87.50%	Consistently high scores across core literary analysis outcomes.
03. Follow MLA documentation style.	-	-
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.	81.25%	Consistently high scores across core literary analysis outcomes.
05. Identify and analyze one's own and others' assumptions about literary subjects, themes, and authors.	81.25%	Consistently high scores across core literary analysis outcomes.
06. Formulate and defend a conclusion by applying knowledge of elements of literature.	87.50%	Consistently high scores across core literary analysis outcomes.
07. Reflect on the implications and consequences of one's stated conclusion.	-	-
08. Locate a varied selection of fiction and non-fiction literary works.	93.75%	Exceptionally high scores. This provides a fantastic exemplar for the HLC visit, though we should verify if this represents a very small sample size or a particularly strong capstone-level cohort.
09a. Exhibit personal accountability in the classroom and in the online environment.	93.75%	Exceptionally high scores. This provides a fantastic exemplar for the HLC visit, though we should verify if this represents a very small sample size or a particularly strong capstone-level cohort.
09b. Exhibit self-efficacy in the classroom and in the online environment.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
10a. Collaborate to constructively critique one's own work and the work of others.	-	-
10b. Engage in a recursive writing process that demonstrates planning, reflection, and growth in response to feedback.	-	-
11. Use accurate grammar, mechanics, and spelling.	-	-
Philosophy	-	-
PSLO	-	-
01. Identify philosophical and/or theological arguments and/or concepts	38.10%	Alarmingly low performance.
02. Analyze philosophical and/or theological arguments and/or concepts	33.33%	Alarmingly low performance.
03. Evaluate the efficacy of philosophical and/or theological arguments and/or concepts	24.14%	Scores in the 20s suggest a fundamental disconnect. Immediate discussion required to determine if the assessments align with the taught curriculum, or if structural supports are failing.
04. Formulate solutions to philosophical and/or theological problems	23.81%	Scores in the 20s suggest a fundamental disconnect. Immediate discussion required to determine if the assessments align with the taught curriculum, or if structural supports are failing.
05. Preparedness (placeholder)	25.00%	Unusually low for behavioral metrics. Needs investigation.
06. Responsibility for Time Management (placeholder)	25.00%	Unusually low for behavioral metrics. Needs investigation.
07. Follows Communication Procedures (placeholder)	25.00%	Unusually low for behavioral metrics. Needs investigation.

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
AAA0090 - Acad Achievement Strategies	-	-
AAA1009 - Advanced Academic Achievement	-	-
01. Identify personal strategies for improved academic proficiency.	71.52%	-
01a. Resource Management - Student Self-Assessment	74.83%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01b. Identify personal strategies for improved academic proficiency. (Interdependence/Interpersonal Skills)	69.63%	-
01b. Interdependence - Student Self-Assessment	77.89%	-
02. Time Management - Student Self-Assessment	68.12%	-
02. Develop personal management skills.	62.77%	-
03. Communication - Student Self-Assessment	75.00%	-
03. Demonstrate effective collegiate communication skills	66.15%	-
04. Critical Thinking - Student Self-Assessment	80.47%	-
04. Apply critical and creative thinking.	72.31%	-
05. Cultural Awareness - Student Self-Assessment	72.88%	-
05. Demonstrate an awareness of community and diverse identities	68.73%	-
06. Create educational and career plans.	74.38%	-
06 Grit/Perseverance - Student Self-Assessment	78.98%	-
ASL1101 - Basic Sign Language I	-	-
COM1105 - Career Communication	-	-
COM1150 - Public Speaking	-	-
COM1250 - Interpersonal Comm: SS3	-	-
01. Distinguish the interpersonal communication context from other communication contexts.	47.62%	-
02. Understand self-concept and its relationship to interpersonal communication.	71.43%	-
03. Demonstrate an awareness of the effect of perception on interpersonal communication.	76.19%	-
04. Critically evaluate and apply appropriate emotional expression in interpersonal interactions.	61.90%	-
05. Demonstrate an understanding of the impact of language on relationships.	61.90%	-
06. Demonstrate an understanding of the impact of nonverbal communication on relationships.	76.19%	-
07. Demonstrate effective listening and response strategies.	33.33%	-
08. Recognize and describe appropriate strategies for self-disclosure.	61.90%	-
09. Analyze conflict situations and propose approaches for conflict management and resolution.	76.19%	-
10. Illustrate understanding of gender and cultural influences on interpersonal communication.	61.90%	-
11. Recognize concepts of relationship dynamics.	76.19%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
12. Demonstrate understanding of the link between technology and interpersonal communication.	61.90%	-
COM1300 - Comm and Popular Culture: AH1	-	-
01. Analyze the content, form, theme, and genre of popular culture texts across a variety of media.	90.91%	-
02. Evaluate the historical evolution of popular culture and the ways in which it reflects and shapes society.	81.82%	-
03. Explain the impact of common popular culture themes on perceptions of gender, race, ethnicity, sexuality, socioeconomic class, and ability.	90.91%	-
04. Examine how messages are constructed using character, narrative, and audio/visual cues.	95.45%	-
05. Construct abductive arguments with supporting evidence, citation of outside sources, and proper composition mechanics.	77.27%	-
COM2063 - Conflict Resolution	-	-
COM2064 - Negotiation	-	-
COM2068 - Problem-Solving	-	-
COM2069 - Leadership	-	-
COM2220 - Group Communication: SS3	-	-
COM2250 - Organizational Communication	-	-
COM2300 - Intercultural Comm: SS3	-	-
01. Describe the impact of cultural factors on the human communication process.	80.00%	-
02. Examine the diverse perspectives in epistemology, history, and behavioral norms that create cultural differences.	80.00%	-
03. Assess the impact of cultural diversity on everyday interactions and contexts, such as business, education, and interpersonal relationships.	80.00%	-
04. Explain the impact of cultural beliefs and power structures on the communication behavior of individuals, groups, and communities in both historical and contemporary contexts.	80.00%	-
05. Assess the cultural uses of silence, nonverbal, and paralinguistic behavioral cues.	-	-
06. Construct a communication plan that incorporates strategies to address gaps in cross-cultural communication and social interactions.	100.00%	-
ENG0090 - Composition and Reading	-	-
ENG0094 - Studio 1021	-	-
01. Utilize active and critical reading processes to ENG 121 discipline-specific readings and resources.	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Apply the writing process to ENG 121 discipline-specific course materials.	100.00%	-
03. Demonstrate proficiency with conventions of composition.	100.00%	-
ENG1021 - English Composition I:CO1	-	-
01. Exhibit an understanding of audience, purpose, genre, context, and formatting that is responsive to the situation.	66.22%	-
02. Plan, write, revise and review multi-paragraph compositions that stress analytical, evaluative, exploratory, and persuasive/argumentative writing within various rhetorical situations.	67.57%	-
03. Apply conventions of composition including organization, presentation, and stylistic choices.	66.22%	-
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.	66.22%	-
05. Apply genre conventions including structure, paragraphing, tone, mechanics, grammar, syntax, and style	59.46%	-
ENG1022 - English Composition II:CO2	-	-
01. Apply and expand the rhetorical knowledge, critical/logical thinking, reading, and writing skills developed in English Composition I to more complex assignments.	66.22%	-
02. Plan, write, and revise compositions within various rhetorical situations, employing research and applying correct documentation where applicable.	68.09%	-
03. Apply conventions of research to composition: defining problems, gathering information, considering multiple viewpoints, evaluating data, analyzing, summarizing, synthesizing, and documenting.	62.16%	-
04. Apply genre conventions including structure, paragraphing, tone, mechanics, grammar, syntax, formatting, documentation, and style to complex writing projects.	62.16%	-
05. Select and apply contemporary forms of technology to solve problems or compile information.	57.45%	-
ENG1031 - Technical Writing I: CO1	-	-
01. Create documents that respond to audience, purpose, context, formatting, and technical genres for a variety of workplace situations.	94.44%	-
02. Plan, write, revise, and review print and electronic documents that stress analytical, evaluative, and persuasive/argumentative writing within various workplace situations.	88.89%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Apply principles of effective technical communication including organization, visual design, and a reader-centered focus.	88.89%	-
04. Critically read, evaluate, apply, and synthesize evidence and/or sources in support of a defined purpose, using an appropriate documentation system.	50.00%	-
05. Apply technical writing conventions including structure, paragraphing, tone, mechanics, grammar, syntax, and style.	94.44%	-
ENG2021 - Creative Writing I: AH1	-	-
LIT1015 - Intro to Literature I: AH2	-	-
LIT2001 - World Lit to 1600: AH2	-	-
LIT2005 - Race, Ethnicity, Culture: AH2	-	-
LIT2011 - Amer Lit to Civil War: AH2	-	-
LIT2012 - Amer Lit Aft Civil War: AH2	-	-
LIT2025 - Intro to Shakespeare: AH2	-	-
LIT2055 - Children's Literature: AH2	-	-
01. Define basic elements of literature as they apply to children's texts.	87.50%	-
02. Describe and apply recognized criteria to evaluate a variety of children's books for literary and artistic quality.	87.50%	-
03. Identify, describe, and select appropriate examples of multiple genres in children's literature.	93.75%	-
04. Design activities to promote engagement with children's literature.	93.75%	-
05. Examine current forces and trends in children's literature and analyze their impact on children's responses to literature.	81.25%	-
06. Identify and evaluate the contributions of contemporary authors to current trends in children's literature.	81.25%	-
07. Summarize key issues presented in children's literature, including controversial topics, cultural values, and educational subject matter	81.25%	-
LIT2059 - Srvy-African American Lit: AH2	-	-
LIT2068 - Celtic Literature: AH2	-	-
PHI1011 - Intro to Philosophy: AH3	-	-
01. Distinguish and critically evaluate the major schools of philosophy.	25.00%	-
02. Demonstrate an understanding of the methods of philosophical thinking.	37.50%	-
03. Critically evaluate primary philosophical sources.	25.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Apply philosophical theories to current issues.	25.00%	-
05. Demonstrate philosophical/logical thinking through writing and other forms of assessment.	25.00%	-
PHI1012 - Ethics:AH3	-	-
PHI1013 - Logic: AH3	-	-
PHI1014 - Comparative Religions: AH3	-	-
PHI2005 - Business Ethics: AH3	-	-
PHI2014 - Philosophy of Religion: AH3	-	-
PHI2018 - Environmental Ethics: GT-AH3	-	-
PHI2020 - Philosophy-Death & Dying: AH3	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
We will select a common rubric focused on accurate summary and identification of main ideas (before moving to analysis). This will be piloted in entry-level courses (ENG 1021/1031, COM 1150/1250, PHI 1011) to isolate reading skills from writing/speaking skills.	1. Increase ISLO 4 (Textual Literacy) performance from its current 62.27% to the target of 70%. 2. Improve PHI 1011 performance on "Critically evaluate primary sources" from 25% to at least 50%. 3. Improve ENG 1021 performance on "Employ critical... reading skills" from 66.22% to 70%.	Spring 2026, Summer 2026, Fall 2026.	Department-wide. Special focus on involving Philosophy faculty (due to the 25% performance rate) and English Composition faculty (as the primary drivers of textual literacy)

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Fine Arts & Humanities

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Planning meeting	Hold a planning meeting (paid if possible) in the fall to touch base about assessment and encourage instructors to complete 2 assessments rather than 1 to increase our data pool.	Fall meeting in October	All FAHMC instructors and faculty, and consider inviting concurrent enrollment instructors	This was held on November 10. It was helpful to touch base, but we can work on increasing attendance and consider looping in concurrent enrollment teachers.
Review Program-Level Assessment Rubrics	Get feedback at departmental assessment meeting and revise department rubrics if necessary.	End of fall semester 2025	All FAHMC instructors and faculty	Some changes were made to the humanities rubric because there were a couple of different versions, making it a little confusing.
Review Spanish assessment	Review the current program-level outcomes and assessment in Spanish with new Spanish instructors and revise as necessary. Rubric will likely need to be created.	End of fall semester 2025	Ann Oreskovich, Shawna Shoaf and Spanish instructors	Shawna and I met with the Spanish Department Chair at CSU-P, and she made some suggestions on Spanish assessment. It still needs to be more formalized in eLumen.
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 2025	Ann Oreskovich, Sara Cox, Craig Smith and work study students.	We created videos for framing, but we still need to create a video for photography, so we can roll this goal over. We have a new multimedia club that might be able to help with this.
Continue to build on the shared repository particularly with resources for composition and observational drawing	Add resources in Teams to address skills for improving composition in studio courses.	End of fall semester 2025	Studio Art instructors	We have been building some AI resources for students, and composition resources on the Elements of Design were added to Teams.
Expand data collection for DEI program-level outcomes	Increase use of our department PSLOs that are aligned with the Social Consciousness rubric for the college.	End of spring semester 2026	All FAHMC instructors	We have begun to collect data for some Social Consciousness outcomes.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Action	Goal	Timeline	Participants	Status
Add PSLO that addresses safety	Add a PSLO for safety for studio classes that use equipment so that CSLOs addressing safety can be mapped more effectively.	End of fall semester 2025	Ann Oreskovich and Shawna Shoaf	This outcome needs to be rolled over. It would be good for us to review all of our program level outcomes as we move to a new assessment platform, and make sure that they cover our course outcomes.

A. Assessment Activities

Activities to Continue:

We tend to focus more heavily on program-level outcomes and rubrics because we have a wide variety of offerings and class size limitations due to safety. Program-level outcomes give us larger pools of data to pull from and a way to consolidate our resources. We largely stayed consistent with our learning outcomes, which focus on critical and creative thinking skills. This year, we continued to ensure that our course-level outcomes are accurately mapped to program-level outcomes, and we have a little more work to do with the world languages, but are nearly finished with the process.

We continue to use the end of semester student art show as a summative assessment for our studio art classes. We will continue to offer community art shows with gallery talks, so that students can observe and ask questions about professionalism in art. We also engage our studio students with the Anatomy Lab to improve their proportion skills, the STEM center to use the 3D printer programs, and take our Art History students to the Sangre de Cristo Arts Center to see artwork in person.

This past year, we have been working with AI to develop assignments and engaging activities to improve students' skills. We have created worksheets and a chatbot that students can use for studio critiques. In Figure Drawing, students did an activity where they generated images of figures and analyzed the proportions and compositions. A chatbot that allows students to interact with tricksters in World Mythology was created, and Notebook LM was used to create summaries, podcasts, and videos to reinforce the readings in Art History. We are also using eLearning's game templates to create content reviews.

Activities to Modify:

As we transition to the new assessment platform, it would be good to review our rubrics, clean out rubrics that are no longer in use to make it less confusing, and to make sure that our PSLOs align well with the CSLOs. We still need to add a PSLO for safety in the studio classes, and PSLOs that will cover the world language classes as well as formalize an assessment for Spanish that aligns with our CSU-P transfer program.

Activities to Add:

It will be helpful to focus on improving composition skills in studio art classes by identifying resources or creating a video (made by students) to offer tips on the principles of design. We also could use a video for improving photography skills for professional presentation. We are working on reviving our degree in Spanish, so it will be important to have a solid assessment plan for Spanish.

B. Participation

Goals: We had 100% participation from our full-time faculty. There are two full-time faculty members in our department and we completed 15 assessments, which is up from last year. All of our part-time instructors participated in assessment this year, except for one, but they haven't taught for us since last spring. One part-time instructor missed a summer semester assessment, but completed all other semesters. One instructor is listed in

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

the part-time instructor list, but should be moved the concurrent enrollment section. Our part-time instructors completed 26 assessments, which is much higher than last year's 17, with only a couple more part-time instructors on our team compared to last year. We also had participation from two concurrent enrollment instructors. I think we will probably hold steady with having part-time instructors complete 1 assessment per semester since we are moving to a new assessment platform, which will require some training. Once we are familiar with the new platform, we can start to loop in more concurrent enrollment instructors. We will continue to hold our fall department assessment meeting to check-in with everyone.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Fine Arts & Humanities	-	-
ISLO	90.17%	Numbers are slightly higher than last year.
ISLO1: Critical Thinking & Problem Solving	91.68%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	88.62%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	94.22%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	92.25%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	91.67%	-
ISLO2: Effective Communication	86.80%	Numbers are slightly higher than last year.
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	71.64%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	88.47%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	87.82%	-
ISLO3: Quantitative Reasoning	-	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	-	-
3b: Represent information as numerical data, functions, and formulae	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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	89.02%	Numbers are slightly higher. 4d is slightly lower.
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	93.84%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	91.13%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	83.81%	-
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	92.20%	These numbers have increased quite a bit from 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.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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.	87.04%	-
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.	93.90%	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Fine Arts & Humanities	-	-
Arabic	-	-
PSLO	No PSLOs	We need to develop language PSLOs. We do have Arabic in a concurrent class.
Art	-	-
PSLO	-	In general, numbers are a little higher than last year.
01. Critically analyze works of art (visual, performing or literary).	91.23%	-
02. Evaluate the relevance of context to understanding art in its various forms.	98.03%	-
03. Evaluate creative thinking in works of art.	98.03%	-
04. Create academically formal written work related to the study of the arts.	94.74%	-
05. Formulate a claim related to the study of the arts.	96.28%	-
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation.	91.13%	-
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.	87.82%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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.	85.98%	-
09a. Composition (Elements of Design): Effectively uses the elements of design (line, shape, value, color, space, texture) as composition strategies.	86.59%	-
09b. Composition (Principles of Composition): Creates a cohesive composition through the application of the design elements according to the principles of composition.	70.00%	This is a little lower and something to work on since our numbers are lower in this category than others.
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.	93.90%	-
11. Presentation: Displays artwork crafted with attention to professional display standards.	84.62%	-
12. Evaluate artistic media and techniques.	93.84%	-
13. Assesses a presentation of work using relevant design terminology	84.00%	-
14. Advances diversity, equity, and inclusion work through evidenced-based actions that address bias and inequity in the field of art.	-	-
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.	87.04%	-
Dance	-	-
PSLO	-	-
01. Critically analyze works of art (visual, performing or literary).	-	-
02. Evaluate the relevance of context to understanding art in its various forms.	-	-
03. Evaluate creative thinking in works of art.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Create academically formal written work related to the study of the arts.	-	-
05. Formulate a claim related to the study of the arts.	-	-
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation.	-	-
French	-	-
PSLO	-	-
1. Interpret authentic written and oral texts to identify the main idea, keywords and specific detail.	-	-
2. Maintain (including initiating and comprehending) a simple conversation in French.	-	-
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.	-	-
German	-	-
PSLO	No PSLOs	No courses offered, but would be good for us to develop PSLOs for all of our language programs.
Humanities	-	-
PSLO	-	Most scores are similar to last year.
1. Critically evaluate works of art (visual, performing or literary).	89.02%	-
2. Evaluate the relevance of context in understanding art in its various forms.	89.02%	-
3. Create academically formal written work related to the study of humanities.	82.42%	-
4. Formulate a claim related to the study of Humanities.	84.15%	-
5. Support a claim related to the study of humanities.	75.82%	This is lower than last year and a category to address.
6. Advances diversity, equity, and inclusion work through evidence-based actions that address bias and inequity in the humanities.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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.	-	-
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.	-	-
7. Utilize Context-Assumptions (Critical Thinking 2b-c): Identify assumptions and analyze one's own and others' assumptions.	-	-
8. Develop Content (Written Communication 2a): Create and develop ideas within the context of the situation and the assigned task(s).	-	-
Italian	-	-
PSLO	-	-
1. Interpret authentic written and oral texts to identify the main idea, keywords and specific detail.	-	-
2. Maintain (including initiating and comprehending) a simple conversation in Italian.	-	-
3. Recognize the cultures of Italian speaking regions and relate to the dynamic and diverse nature of products, practices and perspectives of their cultures.	-	-
Jewelry Design	-	-
PSLO	No PSLOs	We don't offer JRD. All of our jewelry classes are under ART.
Music	-	-
PSLO	-	-
01. Critically analyze works of art (visual, performing or literary).	83.19%	-
02. Evaluate the relevance of context to understanding art in its various forms.	85.54%	-
03. Evaluate creative thinking in works of art.	85.54%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Create academically formal written or performative work related to the study of the arts.	90.57%	-
05. Formulate a claim related to the study of the arts.	87.95%	-
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation.	100.00%	-
Russian	-	-
PSLO	No PSLOs	We don't offer Russian, but would be good to have PSLOs to cover world languages.
Spanish	-	-
PSLO	-	There was no data last review cycle, so it's great to see data for 2025.
1. Interpret authentic written and oral texts to identify the main idea, keywords and specific detail.	-	-
2. Maintain (including initiating and comprehending) a simple conversation in Spanish.	-	-
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.	-	-
gtP1. Develop a Central Message (Oral/Presentational Communication 2a): Develop a central message using the content and supporting materials.	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.	84.38%	-
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.	81.25%	-
Theater	-	-
PSLO	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Critically analyze works of art (visual, performing or literary).	-	-
02. Evaluate the relevance of context to understanding art in its various forms.	-	-
03. Evaluate creative thinking in works of art.	-	-
04. Create academically formal written or performative work related to the study of the arts.	-	-
05. Formulate a claim related to the study of the arts.	-	-
06. Support a claim related to the study of the arts with appropriate sources, evidence and documentation.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ARA1011 - Arabic Language I	-	There was no data from last review cycle, so it's nice to see new data.
01. Reproduce comprehensibly the pronunciation and intonation of the Arabic language.	76.92%	-
02. Understand basic oral statements, instructions, and questions.	92.31%	-
03. Apply accurately vocabulary and learned phrases in simple oral expressions.	69.23%	-
04. Demonstrate a knowledge of vocabulary and grammar in basic conversational situations.	53.85%	-
05. Employ comprehensible grammar in writing simple statements.	30.77%	-
06. Read and comprehend basic information.	76.92%	-
07. Identify geographical locations where the Arabic language is spoken.	100.00%	-
ART1002 - Visual Concepts 2-D Design	-	Scores are a little low here. They are likely coming from a concurrent enrollment course, so it would be good to work with the concurrent enrollment instructors.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Use a variety of two-dimensional media for design projects.	62.50%	-
02. Identify and describe the design process and visual artworks using art terminology.	50.00%	-
03. Develop visual literacy through the basic elements and principles of two-dimensional design.	50.00%	-
03. Identify and apply the principles of two-dimensional design.	25.00%	-
04. Demonstrate two-dimensional design competencies by creating compositions that visually communicate intent, creativity, and self-expression.	87.50%	-
05. Analyze and evaluate two-dimensional works of art.	50.00%	-
ART1003 - 3-D Design	-	-
ART1110 - Art Appreciation: AH1	-	Scores are a little higher here in general.
01. Analyze information and ideas from multiple perspectives based on works of visual art.	94.74%	-
02. Articulate alternate, divergent, or contradictory perspectives or ideas within the context of visual art.	97.66%	-
03. Evaluate, apply, and synthesize evidence and/or sources in support of a claim regarding artists and/or artworks	89.47%	-
04. Apply visual literacy skills to interpret the visual arts.	91.23%	-
05. Explain various media and techniques.	97.08%	-
06. Identify themes or major concepts in the visual arts.	95.32%	-
07. Analyze visual forms and processes as expressed in historical periods.	97.66%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ART1111 - Art Hist Prehist to 1400: AH1	-	Scores are higher than last time, and quite high in general. There is a small sample size for this course.
01. Analyze information and ideas from multiple perspectives based on works of visual art from the Ancient through the Medieval periods.	66.67%	This score is quite a bit lower than last year. This is something to focus on going forward.
02. Articulate alternate, divergent, or contradictory perspectives or ideas within the context of visual art from the Ancient through the Medieval periods.	100.00%	-
03. Evaluate, apply, and synthesize evidence and/or sources in support of a claim regarding artists and/or artworks from the Ancient through the Medieval periods.	100.00%	-
04. Apply visual literacy skills to interpret the visual arts from the Ancient through the Medieval periods.	-	-
05. Explain various media and techniques from the Ancient through the Medieval periods.	75.00%	This is lower than last cycle. Could be emphasized more in the paper instructions.
06. Identify themes or major concepts in the visual arts from the Ancient through the Medieval periods.	100.00%	-
07. Analyze visual forms and processes as expressed in art from the Ancient through the Medieval periods.	100.00%	-
ART1112 - Art History 1400-1900: AH1	-	No data from last time. Scores are quite high, but again, the sample size is small.
01. Analyze information and ideas from multiple perspectives based on works of visual art from the Renaissance to 1900.	90.00%	-
02. Articulate alternate, divergent, or contradictory perspectives or ideas within the context of visual art from the Renaissance to 1900.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Evaluate, apply, and synthesize evidence and/or sources in support of a claim regarding artists and/or artworks from the Renaissance to 1900.	100.00%	-
04. Apply visual literacy skills to interpret the visual arts from the Renaissance to 1900.	-	-
05. Explain various media and techniques from the Renaissance to 1900.	95.00%	-
06. Identify themes or major concepts in the visual arts from the Renaissance to 1900.	100.00%	-
07. Analyze visual forms and processes as expressed in art from the Renaissance to 1900.	100.00%	-
ART1113 - Art Hist 1900 to Present:AH1	-	-
ART1201 - Drawing I	-	Scores are higher than last year.
01. Create observational drawings using a variety of black and white media and processes.	88.24%	-
02. Identify and apply the basic elements of drawing.	76.47%	-
03. Apply the principles of composition as appropriate to drawing.	82.35%	-
04. Select, analyze, and compose content that communicates ideas visually through drawing processes.	94.12%	-
05. Utilize the fundamentals of drawing to demonstrate accurate observation through rendering.	76.47%	-
06. Analyze and evaluate the technical and conceptual modes of drawing.	94.12%	-
07. Assemble and assess a presentation of your work.	70.59%	This is higher than last year, but still a bit low.
ART1202 - Drawing II	-	-
ART1203 - Figure Drawing I	-	-
ART1301 - Painting I	-	-
ART1302 - Painting II	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ART1401 - Digital Photography I	-	-
ART1604 - Jewelry and Metalwork I	-	-
ART1605 - Jewelry and Metalwork II	-	-
ART1701 - Handbuilt Clay I	-	-
ART1703 - Ceramics I	-	-
ART1704 - Ceramics II Wheel Throwing	-	-
ART2080 - Internship	-	-
ART2201 - Drawing III	-	-
ART2301 - Painting III	-	-
ART2401 - Digital Photography II	-	-
ART2603 - Jewelry and Metalwork III	-	-
ART2702 - Ceramic Sculpture	-	-
ART2906 - Studio Art	-	-
FRE1011 - French Language I	-	-
FRE1012 - French Language II	-	-
FRE2011 - French Language III: AH4	-	-
FRE2012 - French Language IV: AH4	-	-
HUM1003 - Intro to Film Art: AH2	-	-
HUM1015 - World Mythology: AH2	-	-
HUM1021 - Humanities: Early Civ: AH2	-	-
HUM1022 - Humanities: Mediev-Mod: AH2	-	-
HUM1023 - Humanities: Modern Wrld: AH2	-	-
MUS1000 - Music Theory Fundamentals I	-	-
MUS1020 - Music Appreciation: AH1	-	No data from last year. All categories are meeting the target.
01. Define basic musical terms and demonstrate the ability to recognize their use in a musical composition.	76.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Identify musical instruments by category, sight, and sound.	83.33%	-
03. Demonstrate ability to define and identify various musical genres.	83.33%	-
04. Identify various musical forms that are applied to both instrumental and vocal compositions.	76.67%	-
05. Characterize and name periods in Western music history.	80.00%	-
06. Recall representative composers and compositions during each period.	80.00%	-
07. Compare and contrast various attitudes towards music, musical composition, and musicians from different historical periods and cultures.	76.67%	-
08. Demonstrate ability to listen appreciatively and intelligently to the rich heritage of both Western and non-Western music.	83.33%	-
09. Develop concert etiquette.	86.67%	-
10. Evaluate musical works in relation to the societies in which they were created.	80.00%	-
MUS1022 - Music Hist Romantic-Prsnt: AH1	-	-
MUS1031 - Music Class I: (Mariachi)	-	-
MUS1051 - Ensemble I	-	-
SPA1001 - Conversational Spanish I	-	-
SPA1002 - Conversational Spanish II	-	-
SPA1011 - Spanish Language I: AH-4	-	-
SPA1012 - Spanish Language II: AH-4	-	-
SPA1015 - Spanish for the Professional I	-	-
SPA2011 - Spanish Language III: AH4	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
SPA2012 - Spanish Language IV: AH4	-	-
THE1005 - Theatre Appreciation: AH1	-	-
THE1016 - Technical Theatre	-	-
THE1031 - Theatre Production I	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Planning meeting	Hold a planning meeting (paid if possible) in the fall to touch base about assessment and encourage instructors to complete 2 assessments rather than 1 to increase our data pool.	Fall meeting in November 2026	All FAHMC instructors and faculty, and consider inviting concurrent enrollment instructors
Add program-level outcomes for world language classes.	We now have classes in Arabic and are growing our Spanish program, so we need to have PSLOs that our courses can map up to. We only currently have PSLOs for Spanish.	Spring 2027	Shawna Shoaf, Ann Oreskovich and world language instructors
Review Spanish assessment	Review the program-level assessment in Spanish with new Spanish instructors and revise as necessary. Make sure that the outcomes align with what our CSU-P transfer program is looking for.	Spring 2027	Shawna Shoaf, Ann Oreskovich and world language instructors
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. This is rolled over from last year, but we now have a multimedia club that may be able to help with this.	Spring 2027	Shawna Shoaf, Ann Oreskovich, Craig Smith, work study students, and multimedia club
Add PSLO that addresses safety	Add a PSLO for safety for studio classes that use equipment so that CSLOs addressing safety can be mapped more effectively. This is rolled over from last year, but it will be helpful to review our PSLOs as we move to a new assessment platform.	Spring 2027	Ann Oreskovich and art instructors
Video on the principles of composition	Identify or create a video that teaches students about effective composition and the principles of design since scores are a little low in that outcome.	Spring 2027	Shawna Shoaf, Ann Oreskovich, work study students, and multimedia club
Training in new assessment platform	As we move to a new assessment platform, it will be helpful for our instructors to have training.	Spring 2027	Shawna Shoaf, Ann Oreskovich, Liz Medendorp

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Fire Science

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
continue as is with educating instructors on assessment.	-	december 2025	Shaun Martin	Still in progress. Appears only two instructors have not completed.

A. Assessment Activities

Activities to Continue:

I am going to assessing the same classes with the same rubrics, and learning outcomes. This is the first full year for me as the Chair for Fire Science Technology. I want to see and compare three years of the same information to make an informed decision either change the rubric and learning outcomes or see if there needs modifications. I am not sure we are capturing the correct information with such a vast selection of courses that are available.

Activities to Modify:

Looking at the percentages of the courses that were evaluated there appears to be a disconnect between the rubric and the instructors understanding of the rubric. With that in mind I think there needs to a refresher on the rubric and how to score. I don't think there are adjustments to the classes, rubrics and outcomes. I think educating the instructor is the modification that needs to occur.

Activities to Add:

I think focusing on the same area's this year as the last will be fine. With the newer instructors in the FST program education on the rubric and learning outcomes will fix the issues that I see.

B. Participation

Goals: The goal was and still is 100% participation. My strategy for success will be meeting with the instructor face to face and assist them with their assessments. The result should be 100% participation.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Fire Science	-	-
ISLO	80.75%	-
ISLO1: Critical Thinking & Problem Solving	90.63%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	100.00%	This ISLO needs to be re-evaluated how the instructors came to the decision of 100%.
1b: Explore implications, inferences, assumptions, and alternate solutions	87.50%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	87.50%	-
ISLO2: Effective Communication	66.67%	-
2a: Organize and express ideas clearly in both written and oral communication	66.67%	I need to look at all the instructors assessments to have a better understanding of how they came to the 66.67% conclusion.
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	70.83%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	58.33%	I need to check for accuracy.
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	70.83%	-
ISLO3: Quantitative Reasoning	100.00%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	100.00%	I am sure that the ISLO may not be accurate for the FST classes being taught.
3b: Represent information as numerical data, functions, and formulae	100.00%	Same as above
3c: Interpret and explain information presented as numerical data, functions, and formulae	100.00%	Same as above
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	100.00%	Same as above
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	-	Same as above
3f: Interpret numerical data and calculations in defense of an argument	-	Same as above
ISLO4: Textual Literacy	83.33%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	83.33%	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	83.33%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	83.33%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	83.33%	-
ISLO5: Professionalism	80.81%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	80.81%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	80.65%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	80.00%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	82.14%	-
ISLO6: Social Consciousness	81.85%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	80.78%	-
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%	I am sure that these ISLO do not coincide with what is being taught in class, Other possibilities are these are online courses and would have been evaluated in discussion forums.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
6c: Engage with local and extended communities to promote civic action and social improvement.	100.00%	Same as Above
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues.	100.00%	Same as Above

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Fire Science Technology	-	-
PSLO	-	-
1. Attendance - present for and fully participates in class activities.	86.49%	-
2. Punctuality - shows respect for everyone's time and exhibits initiative for all assignments.	75.68%	-
3. Attitude - communicates respectfully; has a "can-do" attitude.	66.67%	This PSLO was also low most likely due to the students participation in online discussion forums.
4. Commitment - values both the learning process and the information garnered in the process.	81.42%	-
5. Classroom Interaction - recognizes and respects multiple perspectives and constructive criticism.	80.40%	-
6. Safety - performs skills safely with all firefighting equipment	83.87%	-
Natural Resources	-	-
PSLO	No PSLOs	-
Wildland Firefighter	-	-
PSLO	-	-
1. Attendance - Present for and fully participates in class activities.	-	This course was taught by an instructor that is no longer with PCC-Southwest.
2. Punctuality- Shows respect for everyone's time and exhibits initiative for all assignments.	-	-
3. Attitude- Communicates respectfully; has a "can-do" attitude	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
4. Commitment-Values both the learning process and the information garnered in the process.	-	-
5. Classroom Interaction-Recognizes and respects multiple perspectives and constructive criticism.	-	-
6. Safety- Performs skills safely with all firefighting equipment.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
FST1000 - Firefighter I	-	-
FST1002 - Principles/Emergency Services	-	-
01. Describe and discuss the components of the history and philosophy of the modern day fire service.	95.00%	-
02. Analyze the basic components of fire as a chemical reaction, the major phases of fire, and examine the main factors that influence fire spread and fire behavior.	95.00%	-
03. Differentiate between fire service training and education; fire protection certificate program and a fire service degree program; and explain the value of education in the fire service.	95.00%	-
04. List and describe the major organizations that provide emergency response service and illustrate how they interrelate.	95.00%	-
05. Identify fire protection and emergency-service careers in both the public and in the private sector.	95.00%	-
06. Synthesize the role of national, state and local support organizations in fire protection and emergency services.	95.00%	-
07. Discuss and describe the scope, purpose, and organizational structure of fire and emergency services.	95.00%	-
08. Describe the common types of fire and emergency services facilities, equipment, and apparatus.	95.00%	-
09. Compare and contrast effective management concepts for various emergency situations.	95.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
10. Identify and explain the components of fire prevention including code enforcement, public information, and public and private fire protection systems.	95.00%	-
FST1003 - Fire Behavior & Combustion	-	-
01. Identify the fundamental theories of fire behavior and combustion.	80.95%	-
02. Differentiate the various types of extinguishing agents.	80.95%	-
03. Identify physical properties of the three states of matter.	80.95%	-
04. Categorize the components of fire.	80.95%	-
05. Explain the physical and chemical properties of fire.	80.95%	-
06. Describe and apply the process of burning.	80.95%	-
07. Define and use basic terms and concepts associated with the chemistry and dynamics of fire.	71.43%	-
08. Discuss various materials and their relationship to fires as fuel.	76.19%	-
09. Demonstrate knowledge of the characteristics of water as a fire suppression agent.	76.19%	-
10. Articulate other suppression agents and strategies.	80.95%	-
11. Compare other methods and techniques of fire extinguishments.	76.19%	-
FST1005 - Building Construction for Fire	-	-
FST1006 - Fire Prevention	-	-
FST1007 - HazMat Operations (Level I)	-	-
FST1008 - Firefighter Prof Prep	-	-
FST1009 - Occupational Safety & Health	Many 100% results - please clarify	Instructor needs educated on the rubric.
01. Identify and explain the 16 life safety initiatives.	100.00%	-
02. Demonstrate an understanding of the concepts of risk management and mitigation as it pertains to emergency services.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Define and describe the need for cultural and behavioral change within the emergency services relating to safety, incorporating leadership, supervision, accountability and personal responsibility.	100.00%	-
04. Explain the need for enhancements of personal and organizational accountability for healthy and safety.	100.00%	-
05. Describe and evaluate circumstances that might constitute an unsafe act.	100.00%	-
06. Explain the concept of empowering all emergency services personnel to stop unsafe acts.	100.00%	-
07. Validate the need for national training standards as they correlate to professional development inclusive of qualifications, certifications and re-certifications.	100.00%	-
08. Describe the history of health and safety programs.	100.00%	-
09. Identify occupational health safety programs in industry today.	100.00%	-
10. Identify federal regulations and national standards that impact on health and safety programs.	100.00%	-
11. Identify the concepts of risk identification and risk evaluation.	100.00%	-
12. Describe the components of an effective response safety plan.	100.00%	-
13. Describe the components of the pre-incident planning process.	100.00%	-
14. Define the value of personal protective equipment.	100.00%	-
15. Describe the components of accountability system in emergency operations.	100.00%	-
16. Describe the relationship of incident management as it related to health and safety.	100.00%	-
17. Explain the need for and the process used for post-incident analysis, lessons learned and investigation.	100.00%	-
18. Describe the components and value of critical incident management programs.	100.00%	-
19. Describe the components of a wellness/fitness plan.	100.00%	-
20. Describe how obtaining grants can support safety and survival initiatives.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
FST1060 - Physical Abilities Test Prep	-	-
FST2001 - Instructional Methodology	-	-
01. Identify and write general goals for a course.	100.00%	I need to investigate how this outcome is 100%
02. Identify and write specific instructional objectives which support each of the general goals which have been identified.	75.00%	-
03. Create a course syllabus.	25.00%	I need to investigate how this outcome is 25%.
04. Create an efficient and effective lesson plan.	75.00%	-
05. Identify levels of thought (Bloom`s Taxonomy) and plan instruction to achieve each level of thought or cognition in the classroom.	-	-
06. Identify basic terminology used in educational measurement.	50.00%	Need to investiget the outcome
07. Identify traditional methods of assessment.	25.00%	Need to investigate the outcome
08. Identify different grading systems.	75.00%	-
09. Identify non-traditional assessment methods.	75.00%	-
10. Recognize varying styles of learning and design teaching styles to address each style of learning.	100.00%	-
11. Utilize different forms of media in a class room setting.	75.00%	-
12. Analyze the management and operation of a training division and company training	50.00%	Need to investigate the outcome
13. Discuss the safety of firefighters on the fire ground, in training and general on-the-job safety	75.00%	-
14. Use nationally recognized training techniques	75.00%	-
15. Discuss record keeping, and state and national reporting requirements	50.00%	Need to investigate the outcome.
FST2002 - Strategy & Tactics	-	Instructor needs to finish the assessment
FST2004 - Principles of Code Enforcement	-	Instructor needs to finish the assessment
FST2006 - Fire Co Superv and Leadership	-	-
01. Explain the purpose of each management component of the organization, given an organization chart, so that the explanation clearly identifies the purpose and mission of the organization.	66.67%	I will need to talk to the instructor about the outcome.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Demonstrate the ability to effectively communicate in writing utilizing technology through written reports, letters, and memos.	66.67%	Same as above
03. Identify general administrative functions and effective methods of development and implementation of departmental policies and procedures at the company level.	83.33%	-
04. Analyze effective human resources management through effective communications, evaluating member performance, establishing work assignments, supervising personnel, and mentoring / coaching personnel during emergency and nonemergency work periods.	50.00%	Same as above
05. Analyze effective techniques used to make personnel assignments and methods of confirming understanding under nonemergency and emergency situations.	66.67%	Same as Above
06. Recommend action for member-related problems, given a member with a situation requiring assistance in accordance with established policies and procedures.	50.00%	Same as above
07. Identify effective health and safety plans, policies, procedures, and standards that should be integrated into daily activities at the company level to ensure a work environment that is in accordance with health and safety plans for all assigned members.	66.67%	Same as above
08. Demonstrate effective techniques in managing inquiries from the community and communicating the role, image, and mission of the department to the public.	33.33%	Same as above
09. Demonstrate effective development and delivery of safety, injury prevention, and fire prevention education to the public.	83.33%	-
10. Demonstrate the ability to conduct accurate inspections in various occupancy types to identify hazards and address violations, as well as complete pre-incident plans and fire safety surveys using established procedures or fire safety codes.	50.00%	Same as above.
11. Demonstrate techniques in preserving evidence and performing a fire investigation according to established policies and procedures.	83.33%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
12. Demonstrate the ability to supervise emergency operations, conduct an accurate size-up, deploy assigned resources, and develop an initial action plan given size-up information in accordance with an incident management system.	66.67%	Same as above.
13. Explain the needs and benefits of collecting incident response data and completing timely and accurate incident response reports.	83.33%	-
14. Develop a post-incident analysis utilizing established policies, procedures, and forms.	66.67%	Same as above
FST2009 - Fire Protection Systems	-	-
FST2057 - Fire Department Administration	-	-
FSW1000 - S-190 Intro to Wildland Fire	-	-
FSW1001 - S-130 Firefighting Training	-	-
FSW1043 - S-212 Wildfire Chain Saws	-	-
NRE1100 - Foundations of Forestry	-	-
NRE1110 - Forestry Field Techniques	-	-
NRE2028 - Forest Harvesting	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Educate instructors on the rubric and learning outcomes	For the instructors to become more aware of the information they are putting to the assessment.	End of Spring 2026	Instructors and the Chair
Increase Participation	All instructors will meet with me and do the assessment.	End of Spring 2026	Instructors and Chair
Assessment done in a timely fashion	Assessment completed at the time of final grades are entered.	End of Spring 2026	Instructors and Chair
Assessment of the rubric and learning outcomes	Ensure all Learning outcomes are correct for the courses being taught.	Fall 2026	Chair

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Health Information Technology

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Add assessment for Certified Coding Associate (CCA) Credentialing Exam	Begin to assess credentialing exam results and modify program content to help maximize exam results	Complete by May 1, 2025 so that we can start assessing summer 2025 as this is the time period when most students sit for their credentialing exams	Ronda Gasperetti, Iwona Kaczynska-Pangtay, Marianne Horvath	Started. RG and LM are entering into eLumen
Add assessment for Certified Coding Specialist (CCS) Credentialing Exam	Begin to assess credentialing exam results and modify program content to help maximize exam results	Complete by May 1, 2025 so that we can start assessing summer 2025 as this is the time period when most students sit for their credentialing exams	Ronda Gasperetti, Iwona Kaczynska-Pangtay, Marianne Horvath	Started RG and LM are entering into eLumen
Add assessment for Registered Health Information Technician (RHIT) Credentialing Exam	Begin to assess credentialing exam results and modify program content to help maximize exam results	Complete by May 1, 2025 so that we can start assessing summer 2025 as this is the time period when most students sit for their credentialing exams	Ronda Gasperetti, Iwona Kaczynska-Pangtay, Marianne Horvath	Done. MH is updating.
Add assessment for Registered Health Information Administrator (RHIA) Exam	Begin to assess credentialing exam results and modify program content to help maximize exam results	Complete by May 1, 2025 so that we can start assessing summer 2025 as this is the time period when most students sit for their credentialing exams	Ronda Gasperetti, Iwona Kaczynska-Pangtay, Marianne Horvath	Done. IKP, MH, and LM are entering into eLumen

A. Assessment Activities

Activities to Continue:

We will continue all activities, except the pronunciation evaluation in HIT 1002. This assessment is not useful as the tool is unreliable.

Activities to Modify:

Take out pronunciation evaluation in HIT 1002.

Activities to Add:

We are finalizing the additions of assessments for:

CCA Exam

CCS Exam

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

RHIT Exam
RHIA Exam

B. Participation

The HITM department had 100% participation and intend to maintain this rate.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Health Information Technology	-	-
ISLO	81.4	-
ISLO1: Critical Thinking & Problem Solving	79.86	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	81.05	-
1b: Explore implications, inferences, assumptions, and alternate solutions	81.45	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	81.45	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	67.06	-
ISLO2: Effective Communication	100	-
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	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	100	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	100	-
3b: Represent information as numerical data, functions, and formulae	100	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	100	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	100	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	100	-
3f: Interpret numerical data and calculations in defense of an argument	100	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
ISLO4: Textual Literacy	77.24	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	68.97	-
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	84.62	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	92.42	-
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	92.42	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Health Information Management	-	-
PSLO	No PSLOs	-
Health Information Technology	-	-
PSLO	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
1a. Explain and discuss medical and legal vocabulary as it relates to Healthcare Information Management (HIM) and Health Information Technology (HIT).	84.62%	-
1b. Apply medical and legal vocabulary as it relates to Healthcare Information Management (HIM) and Health Information Technology (HIT).	100.00%	-
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.	86.67%	-
3a. Apply information technology in the use, access, and protection of healthcare records and healthcare software/systems (EHR, HIM, PM, CAC).	84.62%	-
3b. Investigate the use, access, and protection of healthcare records and healthcare software/systems (EHR, HIM, PM, CAC).	68.97%	-
4. Perform job readiness skills to be successful in a job search and in an employment situation.	-	-
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)	100.00%	-

-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
HIM3000 - Data Structure and Design	-	-
HIM3005 - Hlth Rec Content Data Integrity	-	-
HIM4000 - Revenue Cycle Management	All 100% results - please clarify	-
03. Manage components of the revenue cycle.	100.00%	Course evaluated on performance on final project. There were only 4 students and they all got an "A"
05. Evaluate compliance with regulatory requirements and reimbursement methodologies.	100.00%	Same
06. Implement processes for revenue cycle management and reporting.	100.00%	Same

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
HIM4005 - Health Law and Compliance	-	-
02. Analyze legal concepts and principles to the practice of Health Information Management (HIM).	80.00%	-
HIM4010 - Org Mgmt and Ldshp in Hlthcare	-	-
HIT1002 - Medical Vocabulary HIT	-	-
01. Identify medical terms as they relate to each body system.	90.00%	-
02. Demonstrate proper pronunciation and spelling of medical terms as they relate to each body system.	100.00%	Cengage pronunciation tool is not reliable. We will take this assessment out.
HIT1005 - Prin of Healthcare Reimbrsment	-	-
04. Demonstrate how clinical data, clinical coding and coding compliance affect reimbursement .	80.65%	-
HIT1011 - Hlth Data Mgmt & Info Systems	-	Results ended up in ISLO 1. Interpreted differently in ISLO and CSLO. Make sure next year that it ends up in right SLO. (How?) Students did very well on final, so we are not changing anything right now.
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	93.75%	-
HIT1020 - Working with Health IT Systems	-	-
01. Identify common components of an HIT system and types of HIT applications (E-Mar, POE, PACS, ADT, Lab, DSS, Registries, Billing/Coding, etc, and acute care, community health, public health, small provider practices, etc.)	100.00%	Only 3 - 4 students

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
HIT1022 - Workflow Fund of Healthcare	-	-
HIT1023 - Configuring EHRS	-	-
HIT1050 - Healthcare Delivery Systems	-	-
02. Differentiate between the various health care organizations' classification and infrastructure .	63.04%	MH learned that a some of the questions with low scores are not expressed clearly and also that a fair number of the questions in the final are "short answer". MH replaced some of the confusingly worded questions and we will make sure that the instructor knows to go in and check the short answer questions. The system will mark everything incorrect that is not worded exactly the same as its programming and that is not necessarily incorrect.
HIT1088 - Health Information Practicum I	-	-
04. Implement policies and procedures for release of protected health information to valid requesters.	94.74%	-
HIT1089 - Practicum:	-	-
01. (Determined by Instructor) Professionalism	93.33%	-
02. (Determined by Instructor) Punctuality	93.33%	-
03. (Determined by Instructor) Teamwork	100.00%	All students evaluated each other as 100%
04. (Determined by Instructor) Follow directions and meet or exceed standards and timelines	87.50%	-
05. (Determined by Instructor) Complete tasks with little or no direction	93.33%	-
06. (Determined by Instructor) Show initiative in completing assigned and unassigned tasks	92.86%	-
HIT2020 - ICD Coding I	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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.	90.00%	-
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.	91.30%	-
HIT2025 - Health Information Management	-	-
07. Utilize tools and techniques to monitor, report, and improve processes (benchmarking)	85.71%	-
HIT2041 - CPT Coding Basic Principles	-	-
04. Apply Diagnosis/procedure codes according to current CPT and HCPCS guidelines.	88.89%	-
HIT2052 - ICD Coding Applications	-	-
01. The student will develop industry-valued coding knowledge and skills.	91.67%	-
HIT2061 - Healthcare Software	-	-
01. Use technology, including hardware and software, to ensure data collection, storage, analysis, and reporting of information.	78.38%	-
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.	100.00%	Only 2 students
HIT2068 - Certification Test Preparation	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Demonstrate and understanding of all aspects of health information technology and questions from sample test banks.	66.67%	Maurie enters data from finals. In future, do not enter data from students who did not take the exam.
HIT2089 - HIT Capstone Course	-	-
07. Demonstrate competency in the six domains of the Registered Health Information Technician (RHIT) credentialing exam.	62.50%	Average score of final is 80%

-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Delete pronunciation test in HIT 1002	Delete test providing useless data	May 2026	Marianne
Finalize adding assessments for CCA and CCS	This is a true measure of the success of the program	May 2026	Ronda
Finalize adding assessment for RHIT	This is a true measure of the success of the program	May 2026	Marianne
Finalize adding assessment for RHIA	This is a true measure of the success of the program	May 2026	Iwona
Create Program Learning Objectives for the BAS HIM	To have a clear vision of the competencies to be imparted to BAS HIM students	May 2026	Iwona, Ronda, Marianne

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Health Professional

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Meet with students to teach them / help them to complete job applications successfully.	Planning on introducing at least (5) students to job applications.	By the end of Fall 2025	Brandi Halvorson	Completed successfully

A. Assessment Activities

Activities to Continue:

We are going to continue the same courses/rubric/assessments due to the program only being re-opened for one year (pharmacy/phlebotomy).

Activities to Modify:

N/A at this time still gathering data

Activities to Add:

N/A at this time still gathering data

B. Participation

It has been a difficult task to get all part-time instructors to participate.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Health Professional	-	-
ISLO	78.88	-
ISLO1: Critical Thinking & Problem Solving	85.51	PHT 1035; PHT 2050
1a: Interpret, analyze, and assess available evidence, information, and ideas	84.68	-
1b: Explore implications, inferences, assumptions, and alternate solutions	85.59	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	84.68	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	94.74	-
ISLO2: Effective Communication	81.69	-
2a: Organize and express ideas clearly in both written and oral communication	81.69	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	81.69	-
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	89.13	HPR 3010; HPR 4003; HPR 4089
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	56.52	-
4b: Locate applicable information or materials from relevant resources as appropriate to the task	100	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	100	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	100	-
ISLO5: Professionalism	73.86	-
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	73.86	-
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	73.86	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	73.86	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Health Professional	-	-
PSLO	-	-
01. Communicate effectively using appropriate medical terminology.	81.69%	-
02. Describe the role of dietary nutrition in healthcare	-	-
03. Fully participate in learning activities.	73.86%	????
Pharmacy Technician	-	-
PSLO	No PSLOs	-
Phlebotomy Technician	-	-
PSLO	-	-
Explain the procedures for point of care tests.	-	-
Explain the procedures of processing vacutainers.	-	-
Perform venipuncture using vacutainer tubes.	-	-
Perform venipunctures for blood cultures.	-	-
State all areas of the laboratory and other hospital department areas.	-	-

2C. Course-Level (CSLO) Performance

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
HPR1000 - Introduction to Health	-	-
01. Describe various careers found within healthcare delivery, covering the span of health and wellness to specific professions in medicine.	53.03%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
02. Identify the basic components of the health care delivery system including public, private, government, and non-profit.	51.52%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
03. Explain the Health Insurance Portability and Accountability Act (HIPAA) and how it applies to the health care setting.	51.52%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
04. Define professionalism and the rights and responsibilities of being a health care professional.	51.52%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
05. Recognize basic medical terms and definitions.	50.00%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
06. Demonstrate hand washing according to aseptic technique and universal precaution.	51.56%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
07. Assess vital signs.	52.31%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
08. Demonstrate Cardiopulmonary Resuscitation (CPR) for one and two-person rescue of an adult, infant and child, and obstructed airway victims.	45.61%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
09. Investigate specific employability skills, goal setting, and resume writing for healthcare positions.	52.31%	The instructor that was teaching this course is not longer with PCC, therefore I do not understand the data
HPR1008 - Law & Ethics for Health Prof	-	-
HPR1010 - Dietary Nutrition	-	-
HPR1011 - CPR for Professionals	All 100% results - please clarify	-
01. Explain activation of Emergency Response	100.00%	100% required to obtain certification.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Describe how the EMS Systems function	100.00%	100% required to obtain certification.
02a. Review related body systems	100.00%	100% required to obtain certification.
02b. Describe the use of personal protective equipment (PPE)	100.00%	100% required to obtain certification.
02c. Assess and determine care in life-threatening situations	100.00%	100% required to obtain certification.
02d. Demonstrate how to manage traumatic injuries.	100.00%	100% required to obtain certification.
02e. Successfully demonstrate airway management for adults, children and infants.	100.00%	100% required to obtain certification.
02f. Recognize need to adapt CPR in difficult locations and situations.	100.00%	100% required to obtain certification.
02g. Successfully demonstrate the use of breathing devices and AEDs	100.00%	100% required to obtain certification.
02h. Successfully complete the BLS exam at a score greater than 84%	100.00%	100% required to obtain certification.
HPR1017 - Anatomical Kinesiology	-	-
02. The student will be able to identify individual bones, bony landmarks, and joints.	94.12%	Performance was good. Almost all students were fully prepared for this.
HPR1020 - Phlebotomy	All 100% results - please clarify	-
01. Demonstrates entry level phlebotomy skills using national standards.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.
02. Identify the importance of phlebotomy and the scope of practice of the phlebotomist.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.
03. Apply Occupational Safety and Health Administration (OSHA) standards in all areas of healthcare.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.
04. Apply quality of care standards and procedures to ensure patient safety.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Distinguish all areas of the laboratory and other hospital department areas.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.
06. Apply ethical, legal, and Health Insurance Portability and Accountability Act of 1996(HIPAA) aspects of a phlebotomist.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.
07. Use medical terminology, anatomy and physiology as it relates to laboratory procedures.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.
08. Recall the history of phlebotomy.	100.00%	I make sure my students completed all hand's on and online course work and phlebotomy skills assessments to 100% in order to be prepared for the national exam.
HPR1032 - Disease Process and Treatment	-	-
04. List the major categories of human disease care and management.	76.09%	Ruth Grennan's course
07. Identify medications within commonly prescribed drug/pharmaceutical categories.	91.30%	Ruth Grennan's course
HPR1038 - Intro to Medical Terminology	-	-
HPR1039 - Medical Terminology	-	-
HPR1040 - Comprehensive Medical Terminol	-	-
HPR1050 - Basic EKG Interpretation	-	-
HPR1080 - Internship	-	-
01. To be determined by the instructor.	95.65%	-
HPR2011 - ACLS	-	-
01. Identify life threatening arrhythmias.	100.00%	Dawn Mathis
HPR2013 - Pediatric Adv Life Support	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Successfully complete written and skill evaluations in accordance with AHA guidelines.	100.00%	Dawn Mathis
HPR2020 - Advanced Phlebotomy	-	-
HPR3001 - Com in Health Care:	-	-
HPR3010 - QI in Health Care:	-	-
HPR4003 - Review of Health Care Research	-	-
HPR4011 - Lead & Mgmt in Hlth Prof:	-	-
HPR4038 - Pedagogy in Health Professions	-	-
HPR4089 - Inter-Professional Capstone	-	-
PHT1012 - Pharmacy Law and Ethics	-	-
PHT1015 - Pharmacology I	-	-
PHT1016 - Pharmacology II	-	-
PHT1035 - Pharm Calcs/CmpdingTechniques	-	-
PHT1040 - Institutional Pharmacy	-	-
PHT1041 - Community Pharmacy	-	-
PHT1070 - Clinical:	-	-
PHT1071 - Clinical:	-	-
PHT2050 - Sterile Cmpding/Aseptic Tech	-	-

-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Increase student engagement with learning outcomes by adding a brief student self-assessment component to one major assignment. (HPR 1020 PHT 1012)	Improve student awareness of expectations and increase rubric category scores related to clarity, organization, or critical thinking by 5–10%.	Self-assessment tool created by September, implemented in Fall.	Course instructors

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

History & Criminal Justice

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Implement a plan to encourage participation from CE instructors	100% participations	December 2025	Tracy Williams and Brad Bowers will connect with CE instructors. They will be invited to the training at the end of each semester.	While not 100%, we did get 10 CE assessments completed. This is a huge leap from 0, the previous year.
Map PSC PLSO to ISLO	Ensure connection between the new PSLOs and the ISLOs.	December 2025	Tracy Williams	Due to time constraints, and few PT instructors in this area, this was not completed.
Map GEO PLSO to ISLO	Ensure connection between the new PSLOs and the ISLOs.	December 2025	Tracy Williams	The previous year Tracy had worked with a PT instructor to establish the outcomes, however, due to the instructor leaving and not having an instructor to collaborate with, this was not completed.

A. Assessment Activities

Activities to Continue:

HIS: **HIS 1110** assessed with the GT Pathways History rubric, the PCC ISLO Social Consciousness rubric, Effective Communication rubric, and Expanded CSLO rubric. **HIS 1120** assessed with the GT Pathways History rubric, the PCC ISLO Social Consciousness rubric, and the PCC ISLO Critical Thinking & Problem Solving rubric. **HIS 1210** assessed with the PCC ISLO Critical Thinking & Problem Solving rubric, Effective Communication rubric, and the HIS Signature Assignment rubric. **HIS 1220** assessed with the PCC ISLO Effective Communication rubric, the PCC ISLO Social Consciousness rubric, the GT Pathways History rubric, and the HIS Signature Assignment rubric. **HIS 2015** assessed with the PCC ISLO Critical Thinking & Problem Solving rubric. **HIS 2135** assessed with the Colorado History Time Log Assignment rubric, the HIS Signature Assignment rubric, and the PCC ISLO Professionalism rubric. We will continue to use these rubrics for 2026.

CRJ: **CRJ 1010** assessed with their Term Paper rubric, the PCC ISLO rubrics for Critical Thinking & Problem Solving, Professionalism, and their CSLO rubric. **CRJ 10145** assessed with their Term Paper rubric and the PCC ISLO rubric for Critical Thinking & Problem Solving. **CRJ 1030** used their Term Paper rubric. We will continue to use these rubrics for 2026, and try to assess more courses.

PSC: **PSC 1011** assessed with the GT Pathways Political Systems Rubric, the PCC ISLO Social Consciousness

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

rubric, and their CSLO rubric. We will continue to use these rubrics for 2026.

GEO: There were no GEO courses assessed. I will push for assessment in our GEO course.

Activities to Modify:

Brad: With the implementation of the new podcast assignment in Colorado History, I need to create a new rubric to use that will measure how students are doing with the semester-long project.

Rich:

Activities to Add:

Brad: I would like to find a way to use the Social Consciousness rubric for 2026 in my HIS 2135 and HIS 1220 classes, as well as the Professionalism rubric.

Rich:

B. Participation

Five CE instructors out of fourteen participated in at least one assessment during the 2025 calendar year. This is an improvement over the previous year where zero CE instructors participated in assessment.

Out of fifteen adjunct faculty for HIS, CRJ, and PSC, 11 completed one or more assessments. This is a slight percentage drop from the 2024 Calendar Year, when 11 out of 12 adjunct faculty completed one or more assessments, though 11 adjuncts held steady across two years.

One FT HIS and one FT CRJ faculty completed assessments, while one other FT CRJ faculty did not. However, that faculty did not return for Fall 2025.

Reminders to complete assessments need to reach adjunct on a regular basis, especially newer instructors. The next big push needs to continue to be with CE instructors, convincing them to assess their students.

More courses being assessed is also a goal for 2026. in our new department, the statistics from last year show we had 48 total courses, but only 10 were scored with assessments, 20.8%. Another goal is to have more courses assessed, ideally all of them, but even 50% of them would be better.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
History & Criminal Justice	-	-
ISLO	82.44	-
ISLO1: Critical Thinking & Problem Solving	83.46	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	89.01	-
1b: Explore implications, inferences, assumptions, and alternate solutions	80.38	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	83.06	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	78.95	-
ISLO2: Effective Communication	84.72	-
2a: Organize and express ideas clearly in both written and oral communication	86.26	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	87.42	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	78.82	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	94.34	-
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	81.46	-
4a: Recognize, summarize, and explain central and supporting ideas as well as implied and abstract ideas	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
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	81.46	-
ISLO5: Professionalism	41.3	The 24 students in the course were primarily split between the Accomplished and Developing scores, with a slight majority in the Developing category, which explains the low scores. This was the first time scoring with this rubric. It is hoped the scores will improve over time.
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	43.48	The 24 students in the course were primarily split between the Accomplished and Developing scores, with a slight majority in the Developing category, which explains the low scores. This was the first time scoring with this rubric. It is hoped the scores will improve over time.
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	47.83	The 24 students in the course were primarily split between the Accomplished and Developing scores, with a slight majority in the Developing category, which explains the low scores. This was the first time scoring with this rubric. It is hoped the scores will improve over time.
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	43.48	The 24 students in the course were primarily split between the Accomplished and Developing scores, with a slight majority in the Developing category, which explains the low scores. This was the first time scoring with this rubric. It is hoped the scores will improve over time.
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	30.43	The 24 students in the course were primarily split between the Accomplished and Developing scores, with a slight majority in the Developing category, which explains the low scores. This was the first time scoring with this rubric. It is hoped the scores will improve over time.
ISLO6: Social Consciousness	86.46	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	89.17	-
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	87.5	-
6c: Engage with local and extended communities to promote civic action and social improvement	80.83	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	88.33	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
History & Criminal Justice	-	-
Criminal Justice	-	-
PSLO	Many 100% results - please clarify	-
01. Define theories about the development of deviant/criminal behavior.	-	-
02. Analyze applications of theories of criminal activity in real-world situations.	100.00%	The 16 students in the class were split between Exemplary and Accomplished in a percentage approximating a 75/25 split. While this is slightly out of the ordinary, it is not necessarily statistically significant.
03. Support an analysis with sufficient and relevant legal or criminological sources.	100.00%	The 16 students in the class were split between Exemplary and Accomplished in a percentage approximating a 75/25 split. While this is slightly out of the ordinary, it is not necessarily statistically significant.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Explain examples of foundational criminal justice concepts in real-world situations.	100.00%	The 16 students in the class were split between Exemplary and Accomplished in a percentage approximating a 75/25 split. While this is slightly out of the ordinary, it is not necessarily statistically significant.
05. Produce written work that accurately represents legal and theoretical concepts and research.	100.00%	The 16 students in the class were split between Exemplary and Accomplished in a percentage approximating a 75/25 split. While this is slightly out of the ordinary, it is not necessarily statistically significant.
06. Describe concepts of constitutional law, especially those that relate to the criminal justice system.	-	-
07. Discuss ethical issues specific to criminal justice and strategies for combatting ethical problems.	-	-
08. Explain the inner workings of the court system and how a criminal case advances through the system.	-	-
09. Accurately employs substantive, grammatical, and technical elements of writing.	96.77%	-
10. Construct and defend conclusions regarding legal rules, principles, or theories, that are firmly supported by sufficient and relevant data/research.	-	-
11. Interpret, analyze, and assess available evidence, information, and ideas, regarding legal or criminological rules, principles, rules, or theories.	-	-
12. Prepares documents in substantial compliance with APA guidelines.	87.10%	-
Geography	-	-
PSLO	-	-
01. Articulate the theories, philosophies, and concepts of the discipline of geography, including unifying themes of spatial patterns and structures, the interrelationship between people and places, and the interactions between nature and society.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Explain differences among the various methodologies used in geographic research and analysis.	-	-
03. Interpret geographic data and/or research.	-	-
04. Communicate geographic data, theories, philosophies, and concepts in oral, written, and visual forms, with ethical engagement and respect for diversity of individuals, groups, and cultures.	-	-
05. Assess how geographic concepts apply in the workplace and in everyday life to solve real-world problems.	-	-
History	-	-
PSLO	-	-
PSLO1: Acquire information from multiple, credible primary and secondary historical sources.	81.99%	-
PSLO2: Evaluate complex and multiple sources of information to synthesize clear and relevant evidence specific to the historical argument.	77.47%	-
PSLO3: Synthesize clear and relevant evidence specific to the historical argument from complex and multiple sources of information.	81.88%	-
PSLO4: Cite sources within the assignment according to styles used by the discipline of History.	74.79%	-
PSLO5: Contextualize how our interpretation of the past has changed over time.	76.19%	-
PSLO6: Argue rationally and effectively about an historical subject or question using credible evidence in a narrative structure.	86.73%	-
PSLO7: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	84.69%	-
PSLO8: Organize and express ideas clearly in both written and oral communication	86.73%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO9: Technical prowess in creating and maintaining a Google Sites website for the Time Log	80.00%	-
gtP SLOs	-	-
gtP1. Formulate an Argument (Critical Thinking 3a-c): Ask a question relevant to the discipline, synthesize perspectives that answer it, and take a specific position.	48.33%	-
gtP2. Incorporate Evidence (Critical Thinking 4a): Interpret/evaluate sources to develop an analysis or synthesis.	50.00%	-
gtP3. Understand Implications & Make Conclusions (Critical Thinking 5a-b): Establish a conclusion that is tied to the range of information presented and reflect on implications and consequences of stated conclusion.	68.33%	-
gtP4: Evaluate Information Critically (Information Literacy 3a-b): Utilize a variety of information sources appropriate to the scope and discipline of the research question and consider the importance of multiple criteria, such as relevance to the research question, currency, authority, audience, and bias or point of view, when evaluating information source.	56.67%	-
gtP5: Use Information Effectively to Accomplish a Specific Purpose (Information Literacy 4a): Synthesize information from sources to fully achieve a specific purpose.	56.67%	-
gtP6: Use Information Ethically and Legally (Information Literacy 5a): Demonstrate a full understanding of the ethical and legal restrictions on the use of information from a variety of sources through correct citation practices.	66.67%	-
Political Science	-	-
PSLO	No internal PSLOs	-
gtP SLOs	All 100% results - please clarify	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
gtP1. Civic Knowledge (Civic Engagement 2a): Connect disciplinary knowledge to civic engagement through one's own participation in civic life, politics, and/or government.	100.00%	The 24 students in the class were split between Exemplary and Accomplished, in a percentage approximating 80/20, slightly out of the ordinary but not necessarily statistically significant.
gtP2. Explain an Issue (Critical Thinking 1a): Use information to describe a problem or issue and/or articulate a question related to the topic.	100.00%	The 24 students in the class were split between Exemplary and Accomplished, in a percentage approximating 80/20, slightly out of the ordinary but not necessarily statistically significant.
gtP3. Utilize Context-Relevance (Critical Thinking 2a): Evaluate the relevance of context when presenting a position.	100.00%	The 24 students in the class were split between Exemplary and Accomplished, in a percentage approximating 80/20, slightly out of the ordinary but not necessarily statistically significant.
gtP4. Utilize Context-Assumptions (Critical Thinking 2b-c): Identify assumptions and analyze one's own and others' assumptions.	100.00%	The 24 students in the class were split between Exemplary and Accomplished, in a percentage approximating 80/20, slightly out of the ordinary but not necessarily statistically significant.
gtP5. Understand Implications & Make Conclusions (Critical Thinking 5a-b): Establish a conclusion that is tied to the range of information presented and reflect on implications and consequences of stated conclusion.	100.00%	The 24 students in the class were split between Exemplary and Accomplished, in a percentage approximating 80/20, slightly out of the ordinary but not necessarily statistically significant.

-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CRJ1010 - Intro to Criminal Justice: SS3	-	-
01. Develop an informed understanding of the basic components of justice processes	100.00%	The 38 students in the class were split between Exemplary and Accomplished.
02. Compare the various goals and perspectives of the criminal justice system	100.00%	The 38 students in the class were split between Exemplary and Accomplished.
03. Recognize the major sources of crime data, including their uses and limitations	100.00%	The 38 students in the class were split between Exemplary and Accomplished.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Explore the major theories of crime, criminal behavior, and victimization	97.06%	-
05. Examine the historical foundations of law and policing in modern society	87.88%	-
06. Identify criminal court systems and the process of an adversarial system	93.94%	-
07. Evaluate correctional systems, sentences, and the purposes of punishment	90.91%	-
08. Identify future trends in law enforcement, criminal court, and correctional processes	100.00%	The 38 students in the class were split between Exemplary and Accomplished.
CRJ1025 - Policing Systems	-	-
CRJ1035 - Judicial Function	-	-
CRJ1045 - Correctional Process	-	-
CRJ2005 - Principles of Criminal Law	-	-
CRJ2010 - Constitutional Law	-	-
CRJ2030 - Criminology	-	-
GEO1005 - World Regional Geography: SS2	-	-
GEO1006 - Human Geography: SS2	-	-
HIS1110 - The World: Antiquity-1500: HI1	-	-
01. Reference secondary and tertiary sources to construct knowledge and to develop context.	61.90%	-
02. De-construct complex and multiple sources of information into basic historical concepts.	61.90%	-
03. Recognize the impact of continuity and change of historical perspective in context of time and space in World History from antiquity to 1500.	80.95%	-
04. Develop narrative structures and arguments based on evidence.	76.19%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Compare and contrast how peoples, groups, cultures, and institutions change over time in World History from antiquity to 1500.	71.43%	-
06. Analyze events in World History from antiquity to 1500 in historical context to illustrate how social, cultural, gender, race, religion, nationality, and other identities affect historical perspectives.	71.43%	-
07. Use diverse resources for historical research, including libraries, databases, bibliographies, and archives.	76.19%	-
08. Identify perspectives in historical interpretation using secondary sources.	71.43%	-
09. Identify types of primary sources, their perspective, and purpose of their author.	66.67%	-
09a. Acquire information from many sources	80.95%	-
09b. Break complex and multiple sources of information down into parts to create clearer understanding	71.43%	-
09c. Understand the impact of time and space on perspective	71.43%	-
09d. Develop narrative structures and arguments based on evidence	85.71%	-
10. Create substantive writing samples that employ critical analysis of primary and secondary sources with appropriate citations.	66.67%	-
10a. Describe how peoples, groups, cultures, and institutions covered in this course change over time	76.19%	-
10b. Understand the events covered in the course in historical context and recognize how social, cultural, gender, race, religion, nationality and other identities affect historical perspective	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
10c. Communicate orally and in writing about the subject of the course and select and apply contemporary forms of technology to solve problems and compile information	76.19%	-
10d. Use different resources for historical research, including libraries, databases, bibliographies and archives	76.19%	-
10e. Analyze secondary sources and recognize differences in historical interpretation	66.67%	-
10f. Identify types of primary sources, the point of view and purpose of their author or creator	76.19%	-
10g. Create substantive writing samples which employ critical analysis of primary and secondary sources, and document those sources correctly	61.90%	-
10h. Construct knowledge in the discipline and synthesize historical narratives and timelines from primary and secondary sources, maps, and/or artifacts and critically analyze, interpret and evaluate many different points of view to construct historical arguments.	66.67%	-
11. Construct historical narratives by synthesizing information from primary and secondary sources, maps, and/or artifacts.	71.43%	-
12. Describe how political and social events in World History Western Civilization from Antiquity to 1500 informed the creation of race and gender categorization.	80.95%	-
20b. Students should demonstrate they can synthesize historical narratives and timelines from primary and secondary sources, maps, and/or artifacts.	76.19%	-
HIS1120 - The World: 1500-Present: HI1	-	-
HIS1210 - US History to Reconst: HI1	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
HIS1220 - US History since Civil War:HI1	-	-
HIS1310 - Western Civ:Antiquity-1650 HI1	-	-
HIS1320 - Western Civ: 1650-Present: HI1	-	-
HIS2015 - 20th Century World History:HI1	-	-
HIS2080 - Internship	-	-
HIS2115 - American Indian History: HI1	-	-
HIS2135 - Colorado History: HI1	-	-
03. Recognize the impact of continuity and change of historical perspective in context of time and space in Colorado History.	80.00%	-
06. Analyze events in Colorado History in historical context to illustrate how social, cultural, gender, race, religion, nationality, and other identities affect historical perspectives.	77.50%	-
11. Construct knowledge by developing historical narratives from primary and secondary sources, maps, and/or artifacts.	80.00%	-
PSC1011 - American Government: SS1	-	-
01. Demonstrate knowledge of historical developments of early republic, democratic theory, federalism, and institutionalism.	96.15%	-
02. Examine key elements of the United States Constitution and changes related to judicial interpretations as well as socio-economic developments.	88.46%	-
03. Evaluate political parties, the electoral process, and interest groups.	98.08%	-
04. Analyze public opinion and the Media.	100.00%	-
05. Demonstrate an understanding of civil liberties and civil rights.	96.15%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Examine the three branches of government.	100.00%	-
07. Interpret public policy themes and issues.	88.46%	-
PSC2005 - International Relations: SS1	-	-
PSC2020 - Intro to Political Science:SS1	-	-
PSC2025 - Comparative Government: SS1	-	-

-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Map GEO PLSO to ISLO	Ensure connection between the PSLOs and the ISLOs.	December 2026	Brad Bowers
Implement a plan to encourage more participation from CE instructors	80% participation	December 2026	Brad Bowers will connect with CE instructors. They will be invited to the training at the end of each semester.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Law Enforcement Academy

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Continue Colorado POST requirements	Increase the pass rate for the POST exam	Spring and Fall Semesters	All faculty and part-time instructors	All 37 Cadets in 2025-S and 2025-F passed the POST on their first Attempt

A. Assessment Activities

Activities to Continue:

Continue assessing all eight LEA courses.

Activities to Modify:

No Adjustments at this time.

Activities to Add:

No additions.

B. Participation

Goals: The addition of a full-time faculty member has helped with student success and instructor participation.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Law Enforcement Academy	All 100% results - please clarify	-
ISLO	100.00%	-
ISLO1: Critical Thinking & Problem Solving	100.00%	VR simulator and Role-play scenarios have help improve the rating in this category.
1a: Interpret, analyze, and assess available evidence, information, and ideas	100.00%	-
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	100.00%	-
ISLO2: Effective Communication	-	-
2a: Organize and express ideas clearly in both written and oral communication	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	Performance Rate (Target = 70%)	Comments/Clarifications
Law Enforcement Academy	-	-
PSLO	Many 100% results - please clarify	-
PSLO 01: Police Vehicle Operations	100.00%	Added new rubric to assess cadets.
PSLO 02: Conflict Resolution	93.33%	-
PSLO 03: Use of Force	100.00%	Improved scenario training with regards to UOF
PSLO 04: Procedures, Policies, Law Issues	100.00%	-
PSLO 05: Report Writing	93.33%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 06: Leadership	93.33%	-
PSLO 07: Problem Solving Skills	100.00%	VR simulator and Role-play added to training
PSLO 08: Community-Specific Problems	100.00%	Community policing and problem solving skill taught
PSLO 09: Cultural Diversity/Sensitivity & Special Needs Groups	100.00%	Cadets received Anti Bias training
PSLO 10: Legal Authority	100.00%	-
PSLO 11: Individual Rights	100.00%	Cadets taught Constitutional rights of individuals
PSLO 12: Officer Safety	93.33%	-
PSLO 13: Communication Skills	93.33%	-
PSLO 14: Ethics	93.33%	-
PSLO 15: Personality Stressors, Self-Awareness, Self-Regulation/ Control	100.00%	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
LEA1001 - Basic Police Academy I	-	-
LEA1002 - Basic Police Academy II	-	-
LEA1003 - Basic Law Enforcement Acad III	-	-
LEA1005 - Basic Law	-	-
LEA1006 - Arrest Control Techniques	-	-
LEA1007 - Law Enforcement Driving	-	-
01. Upon completion of this course, the student will be able to safely control a vehicle under emergency or pursuit conditions.	100.00%	New Rubric used to assess cadets.
LEA1008 - Firearms	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Continue assessing cadets in academic and skills	train cadets to successfully pass the LEA	Each semester in the academic calendar year	LEA staff and Part-time instructors.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Machining & Industrial Technology Maintenance

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Improve ASL participation rates among MAC Faculty and Staff. Load assessment activities by mid-March. Sit down with new MAC faculty and staff, train them how to use elumen. Remind them about score input and deadline, this is also a required faculty performance goal. Assist them with scoring near the end of the semester.	Improve ASL participation rates among MAC Faculty and Staff. 100% by the end of spring 2025	Completed by May 16th 2025	Gregg White, Brain Gross, John Smith	-

A. Assessment Activities

Activities to Continue:

As the new department chair of MAC, ITM and Solar there are changes I would like to make to simply the assessment process for these areas. After making these changes, my hope is that scoring and participation is improved.

ITM seems to be a track with the institution expectations for assessment of student learning. Brandon has completed assessment scoring every semester. He has also started developing new assessment activities for all his courses focusing on student comprehension. The goal is to have many assessments for a class that covers more areas of comprehension. Instead of only one major assessment per class, we envision 5 assessments which can help truly determine comprehension. Due to the hazards and dangers associated with this field, more in depth assessment needs to be done with classes at higher complexity.

We recently hired a new machining faculty member to replace Jonathan Kanna. He is the only faculty in machining program. As a performance goal I have task Jonathan with developing a new assessment activity that suites his teaching style and future changes for program.

Activities to Modify:

Now that we have new faculty in the MAC and ITM programs Jonathan Kanna and Mark Tomky we will be modifying many of the previous assessment activities to align with course changes the are currently making.

Activities to Add:

Add/develop new rubrics for the manual machining courses. Simplifying the whole process for faculty and staff.

B. Participation

Goals: Areas of concern

CE-no participation

Gifford, Matthew

Gillespie, Curtis

Johnson, Renee

Smith, Scott

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Machining & Industrial Technology Maintenance	-	-
ISLO	81.47%	-
ISLO1: Critical Thinking & Problem Solving	77.37%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	81.74%	-
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	80.25%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	79.01%	-
ISLO2: Effective Communication	87.50%	-
2a: Organize and express ideas clearly in both written and oral communication	90.00%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	85.00%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	90.00%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	85.00%	-
ISLO3: Quantitative Reasoning	88.37%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	85.71%	-
3b: Represent information as numerical data, functions, and formulae	50.00%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	87.50%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	97.62%	-
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	97.92%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	100.00%	-
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	97.14%	-
ISLO5: Professionalism	77.78%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	93.18%	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	40.00%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	50.00%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	77.27%	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Machining & Industrial Technology Maintenance	-	-
Architectural Eng./Construction Mgmt.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers)	-	-
Carpentry	-	-
PSLO	No PSLOs	Construction and Carpentry are Kelsie Condons programs
Computer Aided Drafting	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers)	-	-
Construction Technology	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer)	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers)	-	-
Electricity Ind/Commercial	-	-
PSLO	No PSLOs	-
Electronics	-	-
PSLO	All 100% results - please clarify	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 1d: Professionalism - Attitude	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers)	-	-
PSLO 3. Apply critical thinking skills in building electronic and hydraulic circuits.	100.00%	-
PSLO 4. Programing PLC's	-	-
PSLO 5. Trouble Shooting Electronic Circuits	-	-
PSLO 6. Building Electronic Circuits	100.00%	-
PSLO 7. Execution of quality workmanship	-	-
Energy Technology	-	-
PSLO	No PSLOs	-
Engineering	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer)	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers)	-	-
PSLO 3. Apply critical thinking skills in building electronic and hydraulic circuits.	-	-
Engineering Graphic Technology	-	-
PSLO	-	-
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers)	-	-
Machining Technology	-	-
PSLO	-	-
PSLO 01a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 01b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 01c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 01d: Professionalism - Quality of Work	-	-
PSLO 01e: Professionalism - Teamwork	-	-
PSLO 01f: Professionalism - Respect	-	-
PSLO 02a: Demonstrates proficiency with measurement tools (Micrometer)	90.00%	-
PSLO 02b: Demonstrates proficiency with measurement tools (Dial Calipers)	100.00%	-
PSLO 02c: Demonstrates proficiency with measurement tools (Steel Ruler)	100.00%	-
PSLO 02d: Demonstrates proficiency with measurement tools (Depth Micrometer)	-	-
PSLO 03. Demonstrate the basic operation and programming of CNC Lathe using NIMS Credentialing Standards.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 04. Demonstrate Mastery at Setup and Programming of CNC Lathes using NIMS Credentialing Standards.	-	-
PSLO 05. Demonstrate Mastery at Setup and Programming of CNC Mills using NIMS Credentialing Standards.	-	-
PSLO 06. Demonstrate mastery in geometric construction and tool-pathing competencies required to pass the Mastercam certification test.	-	-
PSLO 07. Demonstrate mastery in the setup and operating of the manual lathe using NIMS Credentialing Standards.	-	-
PSLO 08. Demonstrate mastery in the setup and operating of the manual mill using NIMS Credentialing Standards.	-	-
PSLO 09a: Demonstrate proficiency in Applied Mathematics	-	-
PSLO 09b: Demonstrate proficiency in Geometrical Dimensioning & Tolerancing	-	-
PSLO 09c: Demonstrate proficiency in Machine Maintenance	76.67%	-
PSLO 09d: Demonstrate proficiency in Machine Operation & Controls	-	-
PSLO 09e: Demonstrate proficiency in Measurement Tools	-	-
PSLO 09f: Demonstrate proficiency in Measurements	-	-
PSLO 09g: Demonstrate proficiency in Operations	80.00%	-
PSLO 09h: Demonstrate proficiency in Process Planning	-	-
PSLO 09i: Demonstrate proficiency in Programming	-	-
PSLO 09j: Demonstrate proficiency in Setup	-	-
PSLO 09k: Demonstrate proficiency in Part Completion	-	-
PSLO 09l: Demonstrate proficiency in Shop Safety	100.00%	-
PSLO 10. Demonstrate the basic operation and programming of CNC Mill using NIMS Credentialing Standards.	-	-
Manufacturing Technology	-	-
PSLO	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 1a: Professionalism - Attendance: Attends class regularly arrives on time and responsible for work.	-	-
PSLO 1b: Professionalism - Preparedness: Prepared for all lab and class activities.	-	-
PSLO 1c: Professionalism - Appearance: Appearance is in line with class or lab standard.	-	-
PSLO 2a: Demonstrates proficiency with measurement tools (Micrometer)	-	-
PSLO 2b: Demonstrates proficiency with measurement tools (Dial Calipers)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
AEC1200 - Print Reading Res/Commercial	-	-
AEC1231 - Residential Construction Draw	-	-
AEC2700 - International Building Codes	-	-
CAD1100 - Print Reading for CAD	-	-
CAD1101 - Computer Aided Drafting/2D I	-	-
CAD1102 - Computer Aided Drafting/2D II	-	-
CAD1110 - Sketchup	-	-
CAD2220 - Revit Architecture	-	-
CAD2400 - Computer Aided Drafting / 3D	-	-
CAD2455 - SolidWorks/Mechanical	-	-
CAD2456 - Advanced Solidworks	-	-
CAD2660 - 3D Printing	-	-
CAR1001 - Basic Safety	-	-
CAR1003 - Carpentry Basics	-	-
CAR1005 - Job Site Layout/Blueprint Read	-	-
CAR1021 - Floor Framing	-	-
CAR1022 - Wall Framing	-	-
CAR1023 - Roof Framing	-	-
CAR1040 - Stair Construction/Layout	-	-
CAR1070 - Clinical:Construction Lab I	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CON1006 - Site Prep through Foundation	Many 100% results - please clarify	Unable to Clarify CAR and CON prefixes belong to Kelsie Condon
01. Recognize and identify basic blueprint terms, components, and symbols.	100.00%	-
02. Relate information on blueprints to actual locations on the print.	100.00%	-
03. Recognize different classifications of drawings.	100.00%	-
04. Interpret and use drawing dimensions.	100.00%	-
05. Use and care of leveling and transit instruments	100.00%	-
06. Practical application to construction applications	100.00%	-
07. Identify various types of cement and describe their uses.	83.33%	-
08. Design and understand proper form work materials and methods	50.00%	-
09. Identify concrete curing methods and materials.	100.00%	-
10. Perform slump testing of concrete.	-	-
11. Perform volume estimates for concrete quantity requirements.	66.67%	-
12. Identify types of concrete reinforcement bars and describe their uses.	100.00%	-
13. Identify types of reinforcement bar supports and describe their uses.	100.00%	-
14. Identify types of welded-wire fabric reinforcement material and describe their uses.	100.00%	-
CON1012 - Basic Repairs for Home/Apt	-	-
CON1038 - Plumbing & Electric Fund	-	-
CON1057 - NCCER Core	All 100% results - please clarify	Same, These activities were completed by Kelsie
01. Describe the importance of job-site safety for skilled craft workers.	100.00%	-
02. Summarize safe work practices common to job-sites where skilled craft workers operate.	100.00%	-
03. Apply basic construction math used by skilled craft workers.	100.00%	-
04. Demonstrate basic methods of measurement.	100.00%	-
05. Name the characteristics of hand tools used by skilled craft workers.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Name the characteristics of power tools used by skilled craft workers.	100.00%	-
07. Define the types of construction drawings commonly used by skilled craft workers.	100.00%	-
08. Explain ways verbal and written communications impact craft worker job performance.	100.00%	-
09. Identify career opportunities in the construction industry.	100.00%	-
10. Explain importance of social and employability skills and their application in the construction trade.	100.00%	-
11. Identify the basic principles of materials handling using common equipment.	-	-
12. Describe equipment and use common to rigging.	100.00%	-
CON1058 - NCCER Carpentry I	-	-
CON2080 - Internship	-	-
EGG1020 - Engineering Methodologies	-	-
EGG1040 - Engineering Projects	-	-
EGT2200 - Civil/Survey Drafting I	-	-
EGT2202 - Civil/Survey Drafting II	-	-
EGT2305 - Geometric Dimension/Tolerance	-	-
ELT1001 - Survey of Electronics	-	-
ELT1206 - Fundamentals of DC/AC	-	-
ELT1207 - Industrial Electronics	-	-
ELT2080 - Internship	-	-
ELT2089 - Capstone: Automated Systems	-	-
ELT2252 - Motors & Controls	-	-
ELT2254 - Industrial Wiring	All identical results - please clarify	-
01. Demonstrate safe and proper usage of electrical construction hand tools and test instruments.	91.67%	-
02. Understand and apply the NEC as it applies to industrial power and control wiring.	91.67%	-
03. Understand and apply the required and recommended practice in the selection of and installation of conduit, conduit fittings, enclosures, etc.	91.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Define the most common and important terms associated with industrial power and control wiring systems.	91.67%	-
05. Understand NEMA and IEC ratings of enclosures and wiring components.	91.67%	-
06. Understand and apply selection criteria for wire and termination components.	91.67%	-
07. Understand the importance of quality workmanship and attention to detail in the installation of industrial power and control wiring.	91.67%	-
08. Demonstrate the basic skills necessary in the installation of industrial wiring components.	91.67%	-
09. Define the most common terms associated with industrial power distribution systems.	91.67%	-
10. Understand the communication and coordination required during shutdown and re-energization of utility systems.	91.67%	-
ELT2357 - Sensors & Transducers	-	-
ELT2358 - Programmable Logic Controllers	-	-
ELT2359 - Adv Programmable Logic Control	All 100% results - please clarify	These courses were taught by Christopher Sicillia. Chris was an exceptional instructor and taught all our CNC courses. These were very small classes with high performing students
01. Draw the symbols and explain advanced PLC instructions including PID, math functions, block transfer, etc.	100.00%	-
02. Discuss advanced PLC topics including analog I/O, intelligent I/O modules, PLC networking etc.	100.00%	-
03. Write PLC programs utilizing advanced PLC instructions.	100.00%	-
04. Write PLC programs utilizing advanced I/O modules.	100.00%	-
05. List different types of Human-Machine Interface (HMI) devices and discuss their characteristics and advantages.	100.00%	-
06. Enter and test programs for HMI devices.	100.00%	-
07. Design and program interface screens for HMI devices.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Monitor and record machine, process, network, and PLC status information on a multiple node automation network.	100.00%	-
09. Design, construct, program, and test PLC based automation control for an electromechanical system.	100.00%	-
10. Discuss various automation network protocols.	100.00%	-
11. Diagnose and correct automation network problems.	100.00%	-
12. Configure automation networks.	100.00%	-
13. Demonstrate quality wiring practices while connecting automation networking cable.	100.00%	-
14. Write PLC programs which address critical safety considerations.	100.00%	-
15. Evaluate PLC systems for safety considerations.	100.00%	-
16. Demonstrate proper and safe practices while removing and replacing PLC modules.	100.00%	-
17. Apply a methodical troubleshooting approach to locate malfunctioning I/O devices (switches, sensors, relays, solenoids etc.) on PLC controlled machines and processes.	100.00%	-
18. Apply a methodical troubleshooting approach to diagnose and correct malfunctions within the PLC itself.	100.00%	-
ENY1000 - Intro to EnergyTechnologies	-	-
ENY1621 - Solar Photovoltaic Components	-	-
ENY1632 - NABCEP Entry Level Prep Class	-	-
ENY1655 - Solar PV Field Lab Experience	-	-
ENY2080 - Internship	-	-
MAC1000 - Machine Shop Safety	-	-
MAC1002 - Print Reading for Machinists	-	-
MAC1005 - Intro to Machining Technology	-	-
MAC1030 - Conventional Lathe Operations	-	-
MAC1031 - Milling Machines & Operations	-	-
MAC1041 - Advanced Machining Operations	-	-
MAC2003 - Intro to CNC Operations	-	-
MAC2008 - CNC Operations II	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
MAC2041 - CAD CAM 2D Lab	-	-
MAC2043 - Mastercam	-	-
MAC2050 - Advanced Inspection Techniques	-	-
MAC2065 - Mechanical Components	-	-
01. Demonstrate safe working practices when servicing mechanical components.	100.00%	-
02. Identify different keys and keyways.	-	-
03. Recognize different belt and chain drives.	90.00%	-
04. Describe proper installation procedures for pulleys, belts and chain drives.	70.00%	-
05. Demonstrate the procedure for the alignment of shafts, couplings, gears, and different drivers that are commonly used in manufacturing.	70.00%	-
06. Show the proper installation of seals, gears and shafts.	-	-
07. Compute proper gear ratios.	-	-
08. Calculate lengths and speeds for belt and chain drives.	80.00%	-
MTE2320 - Fluid Power Control	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Completely overhaul the current MAC and ITM assessment activities so that it aligns with new curriculum and course activities.	Increase student performance on this learning outcome by 5%	Completed by Dec, 2026	Jonathan Kanna, Mark Tomky, Catlin Davis

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Mathematics

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Maintain our perfect participation rate for the second year in a row (and the second year ever).	All PT and FT to complete at least one assessment in eLumen for each term (spring, summer, fall).	Spring, Summer, and Fall 2025.	All PT and FT instructors including all branch campuses and online.	This action and plan were achieved! We even won an award as a department at the Assessment Showcase event.

A. Assessment Activities

Activities to Continue:

In 2025 the Math Department assessed MAT 0300, MAT 1120, MAT 1140, MAT 1150, MAT 1160, MAT 1240, MAT 1340, MAT 1420, MAT 1260, MAT 1220, MAT 1230, MAT 2410, MAT 2420.

MAT 1240, MAT 1340, MAT 1420, 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.

One thing that changed from the previous year was that some instructors added CSLO assessments in MAT 1120 and MAT 1340.

In 2026, we will continue to use the same assessments and assess the same learning outcomes as 2025 because if it is not broke, don't fix it.

Activities to Modify:

We do not want to make any modifications at this time. If we keep assessing in the same way, then our longitudinal data are more meaningful. If we are always making changes, then we can't really tell what happened over time.

Activities to Add:

We do not want to add any activities at this time. We are in a groove and want to keep it that way. We also recognize that the assessment platform (i.e. eLumen) may be changing soon. For that reason we don't want to invest too much time into something that may be very different next academic year.

B. Participation

Goals: We are now consistently getting all full time faculty and all part time instructors to complete the minimum number of assessments every term. In the upcoming assessment cycle we will try to get all full time faculty and all part time instructors to complete at least one assessment in ALL sections in all terms.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Mathematics	-	-
ISLO	69.99%	This is a slight improvement from last year. The difference is probably not statistically significant. However, with a little rounding, you could argue that we met the target rate.
ISLO1: Critical Thinking & Problem Solving	46.67%	This went down for the second consecutive year. We should discuss why and how to improve these scores.
1a: Interpret, analyze, and assess available evidence, information, and ideas	56.67%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	36.67%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	46.67%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	46.67%	-
ISLO2: Effective Communication	69.60%	This improved since last year and we are very close to the target threshold.
2a: Organize and express ideas clearly in both written and oral communication	69.60%	-
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	69.60%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	70.84%	This is an improvement from last year and exceeds the target threshold. WOOHOO!

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	72.68%	-
3b: Represent information as numerical data, functions, and formulae	70.41%	-
3c: Interpret and explain information presented as numerical data, functions, and formulae	71.16%	-
3d: Formulate reasonable solutions and draw logical conclusions from numerical data	72.69%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	68.28%	-
3f: Interpret numerical data and calculations in defense of an argument	68.28%	-
ISLO4: Textual Literacy	68.28%	This is almost the exact same value as last 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	68.28%	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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	Performance Rate (Target = 70%)	Comments/Clarifications
Mathematics	-	-
PSLO	-	Each of the following categories changed a negligible amount from the previous year. Some went up, some went down. This is a testament to our consistent use of the rubrics.
1. Interpret Information: Explain information presented in mathematical forms (e.g., equations, graphs, diagrams, tables, words).	68.86%	-
2. Represent Information: Convert information into and between various mathematical forms (e.g., equations, graphs, diagrams, tables, words).	67.50%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
3. Address Assumptions: Describe and support assumptions in estimation, modeling, and data analysis, used as appropriate for the course (for statistics courses).	70.20%	-
4. Perform Calculations: Solve problems or equations at the appropriate course level, and use appropriate mathematical notation	69.05%	-
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 problems at the appropriate course level.	68.28%	-
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).	69.60%	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
MAT0250 - Quantitative Literacy	-	-
MAT0300 - Algebraic Literacy	-	-
MAT1120 - Math for Clinical Calculations	-	CSLO in MAT 1120 was not assessed in previous years. This data was entered by one part time instructor on one assessment. If that assessment was given at the start of the year that would explain the low scores. We will have to reach out to the part time instructor to see what occurred. Given that this is the first time the assessment was used, hopefully we will see improvements in the scores this year.
01. Solve dosage calculation problems using proportions, formulas, or dimensional analysis.	36.84%	-
02. Calculate conversions between units of measure with dimensional analysis.	36.84%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Interpret drug labels and instructions.	42.11%	-
04. Use appropriate medication safety guidelines.	47.37%	-
05. Determine appropriate dosages for enteral medications.	31.58%	-
06. Determine appropriate dosages for parenteral medications.	31.58%	-
07. Determine appropriate dosages for pediatric medications.	26.32%	-
MAT1140 - Career Math:	-	-
MAT1150 - Technical Mathematics	-	-
MAT1160 - Financial Mathematics	-	We used to have a part time instructor that assessed MAT 1160 using a CSLO rubric but that instructor is no longer working for PCC.
MAT1220 - Integrated Math I: MA1	-	-
MAT1230 - Integrated Math II: MA1	-	-
MAT1240 - Math for Liberal Arts: MA1	-	-
MAT1260 - Intro to Statistics: MA1	-	-
MAT1320 - Finite Mathematics: MA1	-	-
MAT1340 - College Algebra: MA1	-	This CSLO was not used in previous years. The average of the following scores is about 67.4%. For a new assessment, that is not bad. Hopefully the instructor will be better prepared to make instructional changes that improve the scores this academic year.
01. Identify properties of functions including domain, range, increasing and decreasing.	75.00%	-
02. Apply function notation.	75.00%	-
03. Determine the inverse of a function.	62.50%	-
04. Examine functions algebraically.	75.00%	-
05. Analyze behavior and roots of polynomial functions.	65.63%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Solve polynomial, rational and absolute value equations and inequalities.	62.50%	-
07. Analyze polynomial, exponential, logarithmic and rational functions.	65.63%	-
08. Create graphs of polynomial, exponential, logarithmic and rational functions.	68.75%	-
09. Solve exponential and logarithmic equations.	62.50%	-
10. Analyze piecewise functions.	61.29%	-
11. Graph parent functions and their transformations.	60.00%	-
12. Utilize algebraic techniques to solve application problems.	66.67%	-
13. Solve systems of equations.	73.33%	-
14. Classify conic sections.	70.00%	-
MAT1400 - Survey of Calculus: MA1	-	-
MAT1420 - College Trigonometry: MA1	-	-
MAT2410 - Calculus I: MA1	-	-
MAT2420 - Calculus II : MA1	-	-
MAT2430 - Calculus III: MA1	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Maintain our perfect participation rate for the third year in a row (and the third year ever) BUT also increase the number of assessments administered.	All PT and FT will complete at least one assessment in eLumen for each CLASS in each term (spring, summer, fall).	Spring, Summer, and Fall 2026.	All PT and FT instructors including all branch campuses and online.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Media Communications

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
New Identify a minimum of one course were artificial intelligence will be implemented in as pertaining to careers in Media Communications.	Determine ethical best practice that can measure student performance.	Spring 2025, Fall 2025	Shoaf	In Progress. Testing new assignments in MGD 1013, 1015 Spring 2026 MGD 1033, MGD 1002 in Fall 2026. Developing rubrics and will calibrate in future semesters. A large amount of work when into "AI Proofing" existing assignments to avoid students depending on AI tools rather than learning the required skills necessary to correct AI mistakes/hallucinations.
Communicate importance of formal assessment reporting to team. Provide ample resources to instructional teams. Leverage support staff and assessment leads as needed to reinforce the importance of assessment.	Improve part-time / concurrent enrollment participation in eLumen reporting.	Spring 2025, Fall 2025	Shoaf	Held an assessment team meeting in boht Spring 2025 and Fall 2025 to offer support to our part-time instructional staff.
Develop content to showcase the department work in assessment. Collect data and images to celebrate the accomplishments of students to utilize.	Create a minimum of one Assessment Showcase Poster for the Media Communications Department.	Spring 2025, Fall 2025	Shoaf	Complete

A. Assessment Activities

Activities to Continue:

Course Level Assessment focused on *MGD 1013 Adobe InDesign*, and *MGD 1015 Typography and Layout*. Both courses met 70%+ expectations for proper use of technology and proficiencies in software use. Some course level mapping required modification to correctly align with PSLO and ISLO rubrics. Attention to *CSLO: Analyze design elements and principles* will be addressed in semester by developing more instruction around the complex topic for *MGD 1013 InDesign* which is performing below a 70% threshold.

MGD 1041 Web Design I show marked increase in performance across multiple CSLOs as compared with the previous year's assessments. Seven of 10 outcomes now exceed the 70+% as opposed to one in the previous year. Students continue to struggle with design, responsive web functions, and file transfer protocol. Our instructor is continuing to develop course instruction to improve students understanding. *MGD 2041 Web Design II* does show some improvement of design principles which is typical of an advanced level course. We will continue expanding our methods of improvement over the next academic year due to improvements that are

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

evident in our year over year results.

PSLOs for Multimedia and Graphic Design (MGD) courses are performing well. Of the ISLOs measured show marked improvements of that were measure in the previous year. Most are performing about 77%. *Professionalism: 5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments* performs at 66.7%. Though expectations are clearly set in the syllabus and during class activities student tend to struggle with time management and prioritizing the most. Lack of communications and meeting deadlines are a large part of industry expectations. Students do not balance basic needs, work and/or family obligations, and time. Meeting basic needs takes priority in their lives.

Activities to Modify:

Lessons are being developed to support students in more adept application of the design principles in courses that traditionally focus on software applications

Activities to Add:

Course content is being redeveloped for ADA Compliance expectations and rubric are being updated to meet both ADA compliance and Artificial Intelligence concerns

B. Participation

Goals: We hope to continue growth with our part-time instructional teams participation. We are also gaining accurate information regarding our concurrent instructional staff as processes have been improved with communication to department chairs.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Media Communications	-	-
ISLO	79.92%	-
ISLO1: Critical Thinking & Problem Solving	94.12%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	86.67%	-
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	100.00%	-
ISLO2: Effective Communication	78.68%	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	79.86%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	77.31%	-
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	79.13%	-
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	95.00%	-
4c: Evaluate the validity and reliability of information and its appropriateness for the context	79.73%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	77.53%	-
ISLO5: Professionalism	79.17%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	66.67%	Students continue to struggle to balance basic needs, sometimes work, and school. They do not meet deadlines, and/or manage time to meet outcome and expectations in some cases. Most students are aware of the importance of time management.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	81.63%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	84.38%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	80.56%	-
ISLO6: Social Consciousness	90.00%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	80.00%	-
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.	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	Performance Rate (Target = 70%)	Comments/Clarifications
Media Communications	-	-
Computer Web-Based	-	-
PSLO	-	-
PSLO 01: Select tools and technologies appropriate for the communications professions in which they work.	-	-
PSLO 02: Effectively use industry required digital media technology/software to execute media based projects appropriate to the field in which they work.	-	-
PSLO 03: Analyze information [research] needed to make informed decisions appropriate for the media communications professions.	-	-
PSLO 04: Demonstrate essential design/communication skills by creating visual/written solutions to communication problems.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 05: Interpret the diversity of demographics in community, country and global society in accordance with media communication best practices.	-	-
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.	-	-
PSLO 07: Adapt to the changing environment of emerging media and its impact upon social, cultural, ethical, and economic issues.	-	-
PSLO 08: Contribute abilities to work cooperatively as a team in order to solve media communications problems.	-	-
PSLO 09: Interpret numerical data specific to audience analysis in order to formulate reasonable conclusions that apply to solving communications problems.	-	-
PSLO 10: Model ethical principles [truth, accuracy, fairness and diversity] and respectful responsibility to themselves, the media discipline, the media profession, and society.	-	-
Journalism	-	-
PSLO	-	-
PSLO 01: Select tools and technologies appropriate for the communications professions in which they work.	-	-
PSLO 02: Effectively use industry required digital media technology/software to execute media based projects appropriate the field in which they work.	-	-
PSLO 03: Analyze information [research] needed to make informed decisions appropriate for the media communications professions.	-	-
PSLO 04: Demonstrate essential design/communication skills by creating visual/written solutions to communication problems.	-	-
PSLO 05: Interpret the diversity of demographics in community, country and global society in accordance with media communication best practices.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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.	-	-
PSLO 07: Adapt to the changing environment of emerging media and its impact upon social, cultural, ethical, and economic issues.	-	-
PSLO 08: Contribute abilities to work cooperatively as a team in order to solve media communications problems.	-	-
PSLO 09: Interpret numerical data specific to audience analysis in order to formulate reasonable conclusions that apply to solving communications problems.	-	-
PSLO 10: Model ethical principles [truth, accuracy, fairness and diversity] and respectful responsibility to themselves, the media discipline, the media profession, and society.	-	-
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.	79.73%	-
07b. Model ethical principles [truth, accuracy, fairness, and diversity] with respect to themselves and society.	-	-
11. Select tools and technologies appropriate for the communications professions in which they work.	78.57%	-
01. Interpret the diversity of demographics and psychographics in their community, country and global society in accordance with media communication best practices.	100.00%	-
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.	95.00%	-
03. Employ essential communication strategies to create visual/written solutions to communication problems that consider the values, knowledge, interests, and needs a defined audience.	76.32%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Interpret the diversity of demographics and psychographics in their community, country and global society in accordance with media communication best practices.	80.00%	-
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.	81.82%	-
10. Adapt to the changing environment of merging media and its impact on social, cultural, ethical, and economic issues.	-	-
09. Contribute abilities to work collaboratively to solve media communications problems.	80.00%	-
04. Interpret numerical data specific to audience analysis to formulate reasonable conclusions that apply to solving communications problems.	-	-
07a. Model ethical principles [truth, accuracy, fairness, and diversity] with respect to the media discipline and the media profession.	-	-
Radio and Television	-	-
PSLO	-	-
PSLO 01: Select tools and technologies appropriate for the communications professions in which they work.	-	-
PSLO 02: Effectively use industry required digital media technology/software to execute media based projects appropriate to the field in which they work.	-	-
PSLO 03: Analyze information [research] needed to make informed decisions appropriate for the media communications professions.	-	-
PSLO 04: Demonstrate essential design/communication skills by creating visual/written solutions to communication problems.	-	-
PSLO 05: Interpret the diversity of demographics in community, country and global society in accordance with media communication best practices.	-	-
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.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 07: Adapt to the changing environment of emerging media and its impact upon social, cultural, ethical, and economic issues.	-	-
PSLO 08: Contribute abilities to work cooperatively as a team in order to solve media communications problems.	-	-
PSLO 09: Interpret numerical data specific to audience analysis in order to formulate reasonable conclusions that apply to solving communications problems.	-	-
PSLO 10: Model ethical principles [truth, accuracy, fairness and diversity] and respectful responsibility to themselves, the media discipline, the media profession, and society.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
CWB1010 - Intro to Web Authoring	-	-
CWB2005 - Client-side Scripting: (Soft)	-	-
CWB2008 - Web App Dev: (Dev Tool(s))	-	-
JOU1005 - Introduction to Mass Media:SS3	-	-
JOU1006 - Media News and Reporting	-	-
JOU2025 - New Media	-	-
MGD1001 - Intro to Computer Graphics	-	-
MGD1002 - Introduction To Multimedia	-	-
MGD1011 - Adobe Photoshop I	-	-
MGD1012 - Adobe Illustrator I	-	-
MGD1013 - Adobe InDesign	-	-
01. Examine the InDesign application and determine relationship with other multimedia applications.	100.00%	-
02. Demonstrate usage of design principles by applying them in their arrangement of graphic and text elements.	77.78%	-
03. Combine application layout techniques.	88.89%	-
04. Demonstrate the meaning/usage of publishing.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Choose from several page layout applications by being able to compare advantages and disadvantages of each.	100.00%	-
06. Analyze design elements and principles.	66.67%	-
MGD1015 - Typography & Layout	-	-
01. Work with a variety of hierarchical designs (Valuing Diversity 3)	70.00%	-
03. Measure type, leading and line length (Computer Literacy 3)	90.00%	-
05. Work in groups to identify content, to develop concepts, and to research previous concepts for similar products or ideas (Speaking/Listening 3, Reading 3)	80.00%	-
07. Critique layouts to determine which are most successful and why (Speaking/Listening 3, Valuing Diversity 3)	80.00%	-
08. Discuss target audiences, demographics, marketing techniques and goals to be accomplished (Speaking/Listening 3)	80.00%	-
09. Produce thumbnails (Computer Literacy 3)	90.00%	-
10. Explore options in printed materials using only 2 colors (Reading 3)	90.00%	-
11. Produce full color layout using laser color copies and specified body copy (Writing 3)	90.00%	-
MGD1017 - Intro to Visual Communications	-	-
MGD1033 - Graphic Design I	-	-
MGD1041 - Web Design I	-	-
01. Build linked web pages using current Semantic Hypertext Markup Language (HTML) and Cascading Style Sheets (CSS).	100.00%	Improved! 2024 70%
02. Explain the relationship between current HTML and CSS.	100.00%	Improved! 2024 60%
03. Summarize the advantages of various editors, templates, and developmental applications.	85.71%	Improved! 2024 50%
04. Evaluate Search Engine Optimization (SEO) methods.	100.00%	Improved! 2024 50%
05. Apply knowledge of accessibility standards.	100.00%	Improved! 2024 40%, instructor arrange for ADA compliance expert to speak to the importance of this topic.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Analyze and apply User Interface (UI) and User Experience (UX) principles.	71.43%	Improved! 2024 40%
07. Design a look, feel, and function of a site using design principles.	71.43%	Improved! 2024 40%
08. Construct a look, feel, and function of a site using design principles.	57.14%	Improved! 2024 40%
09. Compile existing frameworks and libraries to create static, interactive and responsive web parts.	28.57%	2024 40%, more activities were added in 2025 for assessment of this CSLO in an attempt to pinpoint where students were struggling the most.
10. Publish live website(s) using File Transfer Protocol (FTP) client.	57.14%	Improved! 2024 40%
MGD1043 - Motion Graphic Design I: Softwr	-	-
MGD1064 - Digital Video Editing I	-	-
MGD2027 - Marcomm Practices	-	-
MGD2033 - Graphic Design II	All 100% results - please clarify	This is a small section of students that are preparing to Graduate and where outstanding in their practice.
01. Use a variety of media and processes to create advanced graphic designs.	100.00%	-
02. Demonstrate an advanced knowledge of vocabulary, materials, and technology used in generating graphic designs.	100.00%	-
03. Identify and apply the visual elements to advanced graphic design problems.	100.00%	-
04. Select, analyze and compose graphics and layouts that demonstrate an advanced knowledge of visual communication skills.	100.00%	-
05. Utilize graphic design principles to generate graphics that emphasize self-expression and creativity.	100.00%	-
06. Assemble and assess a presentation of your work that demonstrates professionalism.	100.00%	-
MGD2041 - Web Design II	-	-
01. Determine which to use (HTML code or HTML Editor) for various projects.	88.24%	-
02. Examine cascading style sheets.	70.59%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Construct web pages using templates and libraries.	76.47%	-
04. Survey sites for various forms of rollovers.	82.35%	-
05. Demonstrate the ability to construct forms.	64.71%	-
06. Demonstrate the ability to construct pages using DHTML.	70.59%	-
07. Analyze plug-ins.	64.71%	-
08. Design pages using visual elements and design principles.	64.71%	-
MGD2056 - Graphic Design Production	-	-
MGD2068 - Business for Creatives	-	-
MGD2080 - Internship	-	-
MGD2089 - Capstone	-	-
RTV1005 - Basic Video Production	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Develop AI "Proof" expectations of students use of AI in a meaningful, ethical, and industry sound practices when executing academic assignments and activities.	Implement new rubrics for AI assignments in MGD 1033, 1002, 1013 and 1015	Develop Summer 2025, Normalize Fall 2026, Spring 2027	Shoaf, part-time instructor feedback
Meet with part-time instructors and invite concurrent enrollment instructors in the department to encourage participation in assessment. Continuous contact and communication	Increase active participation of Concurrent enrollment instructors	Fall 2026 Department wide Assessment Check-in to include CE Instructional staff	Shoaf, Oreskovich
Research strategies to improve students' time management skills.	Build activities to assist students in developing durable/common skills that provide them a way to maximize student learning outcomes. Develop assessment rubric to measure performance ethically.	AY2026	Shoaf
Address weakness in application of Design Principles.	Add activities and resources to address Design Principles.	AY2026	Shoaf, Oreskovich, Cox, part-time instructor feedback

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Medical Assisting

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Develop shorter math videos, as the current ones are 30 minutes long. Implement a requirement that any student who fails a quiz must schedule an appointment with the instructor to review their mistakes.	To have 75% of students passing all of their Math quizzes for the 2025 year.	Review course content and record math videos, ensuring each is under 10 minutes. Aim to complete by the end of the Fall 2025 semester.	The department chair.	This goal was discontinued. A detailed explanation is provided in the following section (MAP 1050).

A. Assessment Activities

Activities to Continue:

The MAP 2038–2040 course format remained consistent with the previous year. The cohort consisted of only six students; however, they benefited from and responded positively to the increased one-on-one attention. A challenge observed was encouraging students to focus on practicing the skill itself rather than memorizing the rubric criteria. Plan: Maintain the current assessments and assignments while revising the rubrics to better support skill development and application.

In MAP 1083, the grading structure was updated to adjust how weights are distributed. This change was made to emphasize the importance of students successfully completing their skill competencies in a real clinical setting. Active participation and documented sign-off on required competencies are essential, as students who do not meet these expectations will not pass their internship.

MAP 2069- A new course format was developed as the course transitioned from a three-day, in-person review course to a five-week hybrid course. Course materials were purchased from the National Healthcareer Association (NHA), the same organization that administers the students' national certification exam. Each week, students completed two to three learning modules. Upon completion of each module, students were able to review focus topics and identify areas requiring additional study and preparation. Overall, the revised format was successful in its initial implementation and significantly enhanced students' study time and readiness for the national certification exam. While the extended five-week schedule provided greater flexibility and preparation opportunities, fitting in all of the practice mock exams could still be challenging. Students are encouraged to take all six practice exams prior to sitting for their national certification exam and may schedule the certification exam at a time that best fits their individual schedules.

MOT 1025, 1026, and 1027 were reinstated in the Fall semester after being placed on hold due to faculty overload. This year, instructional time in the HALC was shared with another department, requiring adjustments to several class schedules. As a result, course shell language was simplified to provide clearer expectations for each module.

MOT 1026, for the first time we had a guest speaker discuss the lymphatic system including how to perform a message on yourself. I will continue to incorporate guest speakers

2025 Annual Assessment Report

Pueblo Community College

Attachment 2: Annual Improvement Plans

Activities to Modify:

In MOT 1025, 20 additional SoftChalk anatomical labeling practice exercises were developed to support student retention of anatomical locations and better prepare students for their first practicum. A new assessment was also implemented to measure student retention of muscular system content, including a pre- and post- Anatomage quiz and a hands-on activity in which students built the muscular system using clay mannequins. This assessment will be retained; however, the pre-assessment quiz will be administered prior to the start of the clay modeling activities to improve alignment with instruction and data collection, as it was previously completed before the second day of the activity.

In MAP 1010, hands-on activities were developed to enhance learning and reinforce key concepts alongside PowerPoint-based instruction. After covering the various medical specialties, an in-class “patient scenario” activity was introduced in which students analyzed different sets of symptoms and worked in groups to determine which specialty would best meet each patient’s needs. This activity was highly interactive and engaging, and it will be continued with the addition of expanded patient scenarios. To support learning in billing and coding—a topic that can often feel abstract—case study activities were also developed. Students worked in groups to determine the appropriate codes based on patient symptoms or visit details. For Fall 2026, the plan is to further expand the use of hands-on and applied learning activities to strengthen student engagement and understanding.

Activities to Add:

The initial plan for MAP 1050 included developing shorter video clips and requiring students who did not pass a quiz to schedule a tutoring appointment. However, due to time constraints, the video clips were not completed. Since math concepts are among the first objectives introduced in the course, new study guides were created to support student learning. Despite this, it was observed that many students did not utilize the study guides or, in some cases, did not complete the quizzes. When students were unsuccessful, efforts were made to reach out and encourage tutoring support; however, it was difficult to engage online students in scheduling appointments. Only three students attended follow-up tutoring sessions after in-person class meetings to review missed material. Plan moving forward: Transition the course from fully online to a hybrid format, delivering the math content in person to ensure greater student engagement and focused instruction, as math is often a barrier for some students.

B. Participation

Goals: Kathy Maurello serves as the primary instructor for the program. The program will continue its goal of collecting at least one assessment from each course

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Medical Assisting	-	-
ISLO	89.23%	See comments from CSLO's
ISLO1: Critical Thinking & Problem Solving	86.54%	See comments from CSLO's
1a: Interpret, analyze, and assess available evidence, information, and ideas	90.00%	See comments from CSLO's
1b: Explore implications, inferences, assumptions, and alternate solutions	83.33%	See comments from CSLO's

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	75.00%	See comments from CSLO's
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	-	-
ISLO2: Effective Communication	92.86%	See comments from CSLO's
2a: Organize and express ideas clearly in both written and oral communication	100.00%	See comments from CSLO's
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	90.00%	See comments from CSLO's
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	86.67%	See comments from CSLO's
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	77.78%	See comments from CSLO's
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%	See comments from CSLO's
ISLO5: Professionalism	100.00%	See comments from CSLO's

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	100.00%	See comments from CSLO's
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	Performance Rate (Target = 70%)	Comments/Clarifications
Medical Assisting Profession	-	-
PSLO	-	-
PSLO1: Define ethical parameters within the medical office.	-	Students take part in a malpractice court case exercise, requiring them to research their assigned roles and be prepared to actively engage in role-playing throughout the case.
PSLO2: Explain the administrative duties of the medical office.	83.33%	See comments from CSLO's
PSLO3: Demonstrate clinical techniques as related to the medical office.	100.00%	See comments from CSLO's

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO4: Perform calculations for clinical pharmacology.	-	See comments from CSLO's
PSLO5: Demonstrate effective time management and preparedness skills to meet academic and professional responsibilities consistently.	100.00%	See comments from CSLO's
PSLO6: Evaluate work for accuracy and completeness before submission or implementation.	75.00%	See comments from CSLO's
PSLO7: Apply observational and analytical skills to accurately identify key elements in academic or professional tasks.	-	See comments from CSLO's- MOT courses
PSLO8: Validate academic knowledge to successfully pass the AMT Registered Medical Assistant Certification examination.	-	We do not have a PLSO 8
PSLO9: Safely practice medical assisting functions with supervision and direction.	-	We do not have a PSLO 9
Medical Office Terminology	-	-
PSLO	-	-
PSLO1: Define ethical parameters within the medical office.	-	-
PSLO2: Demonstrate clinical techniques as related to the medical office	-	-
PSLO3: Explain the administrative duties of the medical office.	-	-
PSLO4: Validate academic knowledge to successfully pass the AMT Registered Medical Assistant Certification examination.	-	-
PSLO5: Safely practice medical assisting functions with supervision and direction.	-	-
PSLO6: Perform calculations for clinical pharmacology.	-	-
PSLO7: Apply observational and analytical skills to accurately identify key elements in academic or professional tasks.	77.78%	See comments from CSLO's- MOT courses

2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
MAP1010 - Medical Office Administration	Many 100% results - please clarify	-
06. Simulate the activities of a medical administrative assistant.	83.33%	Fall 2025: Students design a fictional medical clinic and complete essential administrative documents such as a day sheet, patient ledger, deposit slip, check, and CMS-1500 form. This was an assignment brought back into the curriculum from previous years. A couple of students did not complete the assignments.
MAP1050 - Pharmacology-Medical Assts	-	-
07. Demonstrate and apply knowledge of basic math computations.	66.67%	Fall 2025: Student complete 5 math quizzes, the assessment score entered was an average from all 5 quizzes. The class average from quiz 1- 88.43%, quiz 2- 84.91%, quiz 3- 90.56%, quiz 4- 69.98% and quiz 5- 76.67%. The total class average for all quizzes is 82.11%. When several students do not complete the quizzes or perform poorly on them, the class average can decrease substantially due to the sample size of 18. However, our previous year class average was 70.85, we did improve our class average.
MAP1083 - Medical Assistant Internship	-	-
01. To be determined by the individual instructor. A specific course description, list of competencies and topical outline will be developed for each class. This information will be filed in the department and with the Office of the Registrar for placement in the curriculum master file.	100.00%	Spring 2025: While students are in their 180-hour internship, they are expected to arrive on time, be well prepared, actively engaged, and maintain a professional demeanor, as their performance reflects workplace expectations and can impact their standing at their clinical site. If concerns arise, the clinical site notifies an instructor, who addresses the issue promptly, typically within one to two days. Students are evaluated on their professionalism and engagement throughout the internship experience. Given the importance of these expectations, a high level of successful completion is anticipated. Throughout the history of the program, only a small number of professionalism-related incidents have occurred.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
MAP2038 - Medical Assisting Laboratory	-	-
17. Utilize critical thinking skills when performing patient assessment care and/or performing common laboratory procedures.	100.00%	The Spring 2025 semester cohort consisted of only six students, making it an exceptionally small group. Performing an EKG successfully is the final skill students must demonstrate before beginning their internships. Given that students are just one week away from starting their internships, it is expected that they will achieve a very high level of proficiency.
MAP2040 - Medical Assist Clinical Skills	-	-
03. Demonstrate measuring and recording vital signs.	100.00%	The Spring 2025 cohort consisted of only six students, making it an exceptionally small group. Accurate measurement of vital signs is a foundational skill that is practiced at the beginning of every lab session. Students receive ongoing feedback, remediation, and opportunities for continued practice throughout the course, as this is one of the first clinical skills they will be expected to perform during their internships. Given the emphasis placed on developing competency in this area, a high level of achievement is expected.
07. Perform the activities and responsibilities of assisting with clinical duties.	100.00%	See the above note: Students are evaluated on two skills: simulated patient intake and obtaining/ recording vital signs.
MAP2069 - Review- Medical Asst Natl Exam	-	-
08. Successfully complete the practice test process in class	75.00%	Spring 2025: Mock practice exams that prepare students to pass their national registry. It is not required for students to complete the practice exam prior to the course ending, as they have 13 modules with quizzes they need to complete in a 5 week period. The practice exam scores are tracked passed graduation.
MOT1025 - Basic Medical Sciences I	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Identify the anatomical location of major organs in the stated systems.	66.67%	Fall 2025: Twenty additional anatomical labeling exercises were developed in SoftChalk for MOT 1025 to enhance student engagement and improve assessment performance. These practice activities are optional; however, students are strongly encouraged to complete them, as those who participate in the exercises typically achieve higher practicum scores.
MOT1026 - Basic Medical Sciences II	-	-
02. Identify the anatomical location of major organs in the stated systems.	77.78%	Fall 2025: The first practicum score for MOT 1026. Students have access to a variety of resources and support materials designed to help them succeed in the course and prepare for practicum assessments. The SoftChalk labeling is offered as extra credit.
MOT1027 - Basic Medical Sciences III	-	-
02. Identify the anatomical location of major organs in the stated systems.	77.78%	Fall 2025: The first practicum score for MOT 1027. Students have access to a variety of resources and support materials designed to help them succeed in the course and prepare for practicum assessments. The SoftChalk labeling is required as graded assignment.

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Transition the course from fully online to a hybrid format, delivering the math content in person to ensure greater student engagement and focused instruction.	To have 75% of students passing all of their Math quizzes for the Fall 2026 semester.	Review course content to ensure that lecture segments are under 10 minutes, allowing for increased time dedicated to tutoring style math practice. The goal is to complete these revisions by the end of the Fall 2026 semester.	Department Chair- Kathy Maurello

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Nurse Aide

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Explore additional rubrics for HALC, simulation, pass rates, cultural or communication	Develop at least one new rubric	Fall 2025	chair, faculty, instructors, will seek help if needed from assessment learning	Some rubrics have been developed and are being used in the classroom but are not on eLumen yet

A. Assessment Activities

Activities to Continue:

Simulation rubric developed and used in the classroom but not in eLumen. We will continue offering once a month skills review for state board testing and we have added the dates and times in our webpage. We will continue to offer last day of class potluck where students can participate in community cultural cuisine and conversations. Continue to have students participate in the great student, great instructor activity.

Activities to Modify:

No changes to implement at this time

Activities to Add:

Consider adding HALC rubric

B. Participation

Goals: We had nearly 100% completion for elumen with the exception of 1 over the summer and thoughts are that this was a clinical

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Nurse Aide	-	-
ISLO	80.61%	All performance as expected, no change at this time
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
ISLO2: Effective Communication	81.02%	-
2a: Organize and express ideas clearly in both written and oral communication	75.94%	-
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	86.10%	-
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	80.21%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	74.87%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	85.56%	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Nursing Aide	-	-
PSLO	-	All program performance as expected, no change at this time
1. Describe the functions of body systems and identify stages of growth and development appropriate to the nursing assistant scope of practice.	-	-
2. Describe the roles and responsibility of nursing assistants including ethics, legal responsibilities, and state regulations.	-	-
3. Demonstrate professional communication skills in all interactions with patients and colleagues, including recording and reporting.	86.10%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
4. Demonstrate safety and infection control practices that comply with standards of practice for nursing assistants.	85.56%	-
5. Define common medical terms and abbreviations used in health care.	-	-
6. Demonstrate competency with all skills required for certification.	-	-
7. Comply with privacy and confidentiality laws.	74.87%	-
8. Demonstrate behaviors consistent with professional work ethics in compliance with policies and procedures of clinical sites.	-	-
9. Clearly introduce and explain procedures to patient/client/resident.	75.94%	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
NUA1001 - Nurse Aide Health Care Skills	-	-
NUA1070 - Nurse Aide Clinical Experience	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
1. 3 new high school instructors to get trained on eLumen	We will have 100% participation	By end of Fall 2026	1. Linda White 2. Dawn Ross 3. Trisha Cavanaugh
2. Continue offering once a month skills review sessions	Will consider offering food or other prizes for participation	By next assessment	1. All instructors will advertise class
3. Work on improving student pass rates	Will consider offering food or other prizes for participation	By next assessment	1. All instructors
4. Create an HALC rubric for experience	Consider adding as assignment or a few questions for students after HALC experience	By end of Fall 2026	1. All students 2. NUA Chair and instructors

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Nursing

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Improve communication with BSN part-time instructors regarding eLumen assessment requirements by sending end of term email reminders, and providing clear documentation on expectations by the end of the each term.	Increase BSN part-time instructor participation in eLumen assessments by ensuring that each instructor completes the minimum required assessment (one per term) by the end of the academic year, with a 90% completion rate across all instructors.	By the end of each term, BSN part-time instructors will be informed of the assessment requirements, receive support and reminders, and be expected to complete the minimum required assessment in eLumen. Regular check-ins will occur at weeks 2, and 4, with a final review and follow-up at week 8 to ensure all instructors meet the goal.	BSN Program Coordinator who will facilitate the goal: Alejandra French. Instructors who will participate in the goal: Emilie Budd, Carly Prudic, Russelyn Connor, Kristen Waters, Glen Griesheim	Reminder email communication to all BSN Instructors sent as planned throughout the terms. One part-time instructor was not moved forward with in Fall 2025, Glen Griesheim. Instructor was not replaced. The other instructors have participated in assessments.
Develop and implement standardized Discussion Rubrics for all BSN courses.	Ensure alignment across all BSN program courses by standardizing assessment methods for discussion posts, grading rubrics, and course expectations.	By the end of the year, develop, finalize, and implement a clear and consistent discussion post rubric for all BSN courses, ensuring uniform application across the program.	BSN Program Coordinator who will facilitate the goal: Alejandra French. Instructors who will participate in the goal: Emilie Budd, Carly Prudic, Russelyn Connor, Kristen Waters, Glen Griesheim	Discussion Rubrics are currently being evaluated. Plan to have a standardized rubric for 2026-2027.
ADN NURSING:	-	-	-	-
Implement new rubrics discussed with all full-time faculty at the semester-end retreat for ADN Nursing	Adjust the number of eLumen assessments from one rubric per	This would be implemented in the Fall of 2025 and would be	Planned, and implemented by all ADN nursing faculty,	Kaplan Rubric found to be a poor metric of student success. Scoring

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Action	Goal	Timeline	Participants	Status
classes. Build new PLSO rubrics for Outcomes 6, 7, and 8 specifically. Build new rubrics and discuss what types of projects can be used to input data for individual courses. Map new rubrics in PLSO or keep them also in CLSO - Teaching plan for bringing new rubrics on board and future ongoing support for good participation. Implement new standards for the number of assessments per semester of teaching for a minimum of 2 per course. Explore better ways to capture mapping data from our partners in learning outcomes ie, working with Kaplan to continue to provide supportive documents for faculty input. Faculty will evaluate new NCLEX prep and Assessment Facilitators. At the faculty retreat, we will establish committees for continuous quality improvement, including an assessment of student learning committee. These teams should be by campus for better collaboration. Nursing faculty will work together to create an and a Systematic Plan of Evaluation will be in process before the start of fall semester, that is up to date and reflective of our current assessment protocols. Ongoing work on the overall participation report. Assist faculty as needed with compliance. Consider splitting nursing into 3 IP	class per semester of teaching to all (4 proposed, Nursing Process, Communication, Math, and Cultural Competency) rubrics for each class per semester of teaching.	extra data in eLumen for the end of the 2025 calendar year. This will give time for training and trial for the fall, 2025 semester. Official data will be required for all faculty beginning in Spring of 2026.	including adjuncts, and Assessment Lead(s). Help of Director of Assessment Learning, Help of all Campus program coordinators. Help of Nursing Director as needed.	was off, so students performing high on the rubric were failing NCLEX. New rubrics were developed using Kaplan statistics but with greater rigor added to the scoring. Still need to create new assignments and rubrics for PSLO's 6,7,8. We delayed this project and will roll out in fall 2026 when we adopt ATI complete package. WE have always had a loose policy regarding all faculty doing 2 rubrics for every course, but this has not been enforced. Director and Coordinator will write a policy around this to ensure accurate data collection as we get ready to accreditation visit in 2028. For the SPE, committees have now been established within the department that will start working on a new and comprehensive SPE this summer.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Action	Goal	Timeline	Participants	Status
reports for ease of review: LPN, ADN, and BSN, so data is more easily read and analyzed.				
increase participation through training and ongoing efforts to get better data reports	Work with Kaplan to provide better data for mapping and input or explore other partners in Learning Outcome analysis.	This will be ongoing as Kaplan has one more year on their contract with PCC	All ADN, LPN, and possible BSN coordinators and faculty under the guidance of the Director	-
Separate Reports for LPN, ADN, and BSN	Data can be more easily read, analyzed and utilized if the three programs are separate.	This can be accomplished in the Fall of 2025 with help from the Director of Assessment of Learning and the decision on the 2025 Faculty Retreat.	Director of Assessment Learning, Assessment Division Lead, Division Campus Lead, LPN Coordinator, ADN Coordinator, BSN Coordinator and Faculty.	To discuss - on hold pending change to new assessment software? Individual reports will be attached in the blue folder at the the top right of this template.

A. Assessment Activities

Activities to Continue:

Last year was a time of great change in the nursing program, with many new faculty on board and the adoption of the nursing process rubric to the Kaplan platform. In reviewing the data, very few of the rubrics (Math, Communication, Cultural) were used consistently and the Kaplan Nursing Process Rubric was used extensively, in fact in most courses. Additionally, the plan last year was to develop more structured plans for each course, requiring a minimum of 2 assessments per course, with each instructor within the course assessing competencies consistently according to a standardized plan. Due to many changes within the program, this was never implemented.

Additionally, it was noted in data analysis the Kaplan Nursing Process Rubric lacked rigor, and thus was providing skewed data. The best example is that many students that received exemplary scores on this rubric for their Kaplan comprehensive predictor scores, many (up to 8) went on to fail their NCLEX exam. This indicates the rubric is not identifying students at risk.

Continue to increase use of the communication, math, cultural competency rubrics.

1. Communication rubric should be used in every course that has a clinical component. Clinical Instructors should be given 2 copies per student; 1 to assess early progress in the course and one at the end of the semester to evaluate achievement of course and program outcome #5 (Apply information management principles, techniques, systems, and patient care technology to communicate, manage knowledge, mitigate errors and support decision making (Informatics).)

2. Math competency rubric in all sections of 1012 and 2012, where the math competency exams are administered.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

3. Continue to encourage use of the "outcomes" rubric by all faculty, develop a leveled class activity to be administered in all courses to measure achievement of PSLO and CSLO- #1 (Analyze the provision of safe, quality, evidence-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) and #4 (Apply quality measures to improve patient care (Quality improvement and safety)).

BSN:

- NUR 3001: Assessed in the Spring 2025 term
- NUR 3002: Assessed in the Spring and Fall 2025 term
- NUR 3003: Assessed in the Spring and Fall 2025 term
- NUR 3004: Assessed in the Summer 2025 term
- NUR 3005: Assessed in the Spring 2025 term
- NUR 3006: Assessed in the Fall 2025 term
- NUR 3007: Assessed in the Fall 2025 term
- NUR 4008: Assessed in the Spring and Fall 2025 term
- NUR 4009: Not assessed
- NUR 4010: Assessed in the Spring and Fall 2025 term
- NUR 4011: Assessed in the Spring and Fall 2025 term

Evaluation:

All but one course (NUR 4009) were assessed 2025. Rubrics used includes; Discussion rubrics, Core Course Rubrics, Nursing Ethics rubric, Social Consciousness Rubric, and the NUR Continuous Quality Improvement Rubric. More variety of rubric used in 2025 compared to the previous year. Focus was on the online coursework such as discussions and Core Course measurements. NUR 4009 was not assessed. The part time instructor who taught NUR 4009 was not used for 2026 course instruction due to multiple concerns. The instructor also endorsed lacking skills and time to teach the course online. They worked full time and did not actively attempt to engage in additional training. However, each course taught, aside from 4009, was assessed in eLumen at least once which demonstrated an overall improvement in total assessed courses compared to previous years. Frequent and regular reminders were sent to instructors as well as support and resources they could refer to.

General Reactions:

I was initial surprised to see students being scored as developing and beginning in some areas for courses in the BSN program. I'd like to meet with instructors to go over their assessments to further discuss the rationale being the scoring for developing and beginning.

Activities to Modify:

1. Require a minimum of 2 assessments per course, with all instructors consistently following a written Systematic Plan of Evaluation (SPE), but also encourage even more assessments for faculty who want to go above and beyond.
2. Revise the Kaplan Nursing Process Rubric. Currently a score above 60 scores exemplary, even though a score of 60 is not meeting the benchmark for many of the integrated exam. Revise to be more similar to our ATI rubric where those above the benchmark only score exemplary, and modify the scale for accomplished, developing, beginning based on the benchmark. We still have one year with Kaplan, so this should be done so that it can be used in Spring 2026 assessment activities.

BSN:

1. Require a minimum of 2 assessments per course
2. Review the rubrics being used with instructors and discuss how they are being used to assess student learning outcomes
3. Meet with instructors as a whole to review and compare our assessments and findings

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Activities to Add:

1. The incoming fall cohort will return to the ATI platform so much work will need to be done by all faculty in integrating the new and improved ATI platform into many of our assessment activities. These will be written into the SPE that the Nursing Assessment and Curriculum committees will begin developing over the next few weeks and will hopefully be completed before the start of fall 2026.
2. More Rubrics need to be developed for PSLO's 2,6,7, and 8. This has been along standing goal in prior improvement plans but still has not been achieved.

BSN:

1. Focus on NUR 4009 which has never been assessed in ELumen.
2. Complete an assessment for this course for Spring 2026 and Fall 2026.

B. Participation

Goals: All full time faculty completed at least 1 required assessment per semester. Now that the many new faculty have been oriented we do hope to increase this to the minimum of 2 specified assessments per course.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Nursing	-	-
ISLO	85.22	-
ISLO1: Critical Thinking & Problem Solving	85.15	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	67.51	-
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	92.41	-
ISLO2: Effective Communication	85.13	-
2a: Organize and express ideas clearly in both written and oral communication	100	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	76.53	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	88.22	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	76.53	-
ISLO3: Quantitative Reasoning	96.25	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	96.25	90% pass score required on this assessment, so that is why this number is so high
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	91.57	-
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	91.57	-
ISLO5: Professionalism	68.27	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	69.18	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	69.18	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	67.47	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	67.47	-
ISLO6: Social Consciousness	89.66	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	91.6	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	71.88	-
6c: Engage with local and extended communities to promote civic action and social improvement	71.88	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues	71.88	-

2B. Program-Level (PSLO) Performance

PSLO	Performance 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)	55.10%	Need to follow this result/trends. Students in the BSN program range in level of experience. Students who have been working as an RN for more than one year may be better able to understand concepts and apply them.
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)	69.18%	This result is surprising. Some courses may not be applying these frameworks and concepts in the coursework that would allow students to demonstrate this adequately. Courses may not be supporting this learning outcome in the BSN curriculum. We do not have a course that focuses on legal development for example. Courses do touch on these concepts but may not be fully integrating them.
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)	72.12%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate	Comments/Clarifications
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)	51.13%	This result is surprising. Some courses may not be applying frameworks and concepts in the coursework that would allow students to demonstrate this adequately. Courses may not be supporting this learning outcome in the BSN curriculum. We do not have a course that focuses on legal development for example. Courses do touch on these concepts but may not be fully integrating them. NUR 4010, 4009, and NUR 4011 may be revised. QI has never been implemented in the BSN program and courses have never been updated or revised. I initiated a formal QI process FA25 and have begun improvements to courses.
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)	65.94%	This result is surprising. Some courses may not be applying these areas of science, frameworks, and concepts in the coursework that would allow students to demonstrate this adequately.
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)	100.00%	Students in the BSN program have graduated from the ADN program and demonstrate this through passing licensure exam and meeting benchmarks for applying the nursing process in that program.
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)	81.03%	-
03. Participate in performance improvement/quality improvement activities to improve patient care. (quality improvement and safety)	94.00%	-
04. Collaborate with healthcare team members, the patient, and the patient's support persons to facilitate effective patient care. (teamwork and collaboration)	91.38%	-
05. Use information technology to support and communicate the planning and provision of patient care. (informatics)	84.48%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate	Comments/Clarifications
06. Manage care in a variety of healthcare settings for diverse patient populations through the process of planning, organizing, and directing. (leadership, advocacy)	-	-
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)	55.00%	This result is surprising. Some courses may not be applying these frameworks and concepts in the coursework that would allow students to demonstrate this adequately.
08. Promote a culture of caring to provide support, compassion and culturally-competent, holistic care. (caring, holistic care, cultural competency)	55.00%	This result is surprising. Some courses may not be applying whole patient care frameworks and concepts in the coursework that would allow students to demonstrate this adequately.
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)	96.25%	Kaplan nursing process rubric is linked to this outcome. This rubric has been identified as not generating accurate data and needs to be revised to increase rigor
02. Integrate critical thinking and clinical reasoning skills to make patient-centered care decisions. (Critical thinking, clinical decision making and nursing judgment)	93.28%	Kaplan nursing process rubric is linked to this outcome. This rubric has been identified as not generating accurate data and needs to be revised to increase rigor
03. Apply quality measures to improve patient care. (Quality improvement and safety)	91.34%	Kaplan nursing process rubric is linked to this outcome. This rubric has been identified as not generating accurate data and needs to be revised to increase rigor
04. Establish collaborative relationships with members of the interdisciplinary team, the patient, and the patient's support persons. (Teamwork and collaboration)	91.58%	Kaplan nursing process rubric is linked to this outcome. This rubric has been identified as not generating accurate data and needs to be revised to increase rigor
05. Apply information management principles, techniques, systems, and patient care technology to communicate, manage knowledge, mitigate errors, and support decision making. (Informatics)	88.15%	Kaplan nursing process rubric is linked to this outcome. This rubric has been identified as not generating accurate data and needs to be revised to increase rigor. Continue use of communication rubric in all clinical settings
06. Provide leadership in a variety of healthcare settings for diverse patient populations. (Leadership, management of care, delegation, and advocacy)	-	Need to develop rubrics to measure this outcome
07. Utilize professional, legal, and ethical guidelines in practice as a professional nurse. (Professionalism, ethical behavior, legal principles, and standards of practice)	55.00%	Need to develop rubrics to measure this outcome

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate	Comments/Clarifications
08. Create a culture of caring to provide holistic, compassionate, and culturally competent care. (Caring, holistic care, and cultural competency)	55.00%	Need to develop rubrics to measure this outcome
LPN	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
NUR1001 - Pharmacology Calculations	All 100% results - please clarify	-
01. Identify the importance of accurate dosage calculations for safe, quality, patient-centered nursing care in a variety of health care settings.	100.00%	This course not offered in the ADN program any longer
02. Demonstrate critical thinking and clinical judgment within the PN scope of practice needed to calculate dosages.	100.00%	-
03. Demonstrate communication with the healthcare team members, the patient, and the patient's support persons important information related to dosage calculation.	100.00%	-
04. Use information and patient care technology to support safe medication administration.	100.00%	-
NUR1002 - Alterations in Adult Health I	-	-
NUR1003 - Basic Assessment for the PN	-	-
NUR1004 - Alterations in Adult Health II	-	-
NUR1005 - Practical Nur Arts and Skills	-	-
NUR1006 - Med-Surg Nursing Concepts	-	-
NUR1009 - Fundamentals of Nursing	-	-
NUR1010 - Pharmacology Practical Nursing	-	-
NUR1011 - Advancement into Practical Nur	-	-
NUR1012 - Basic Concepts of Pharmacology	-	-
NUR1013 - Basic Concepts MA NB Nursing	-	-
NUR1014 - Basic Concepts Peds Nursing	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
NUR1015 - Basic Concepts Mental Health	-	-
NUR1016 - Basic Concepts of Geri Nursing	-	-
07. Applies professional, legal, and ethical guidelines to the care of older adults, within the scope of practice for the Practical Nurse.	55.00%	-
08. Apply concepts of a culture of caring to provide support, compassion, and culturally-competent, holistic care to older adults.	55.00%	-
NUR1050 - Maternal - Child Nursing	-	-
NUR1068 - Intro Nursing for Paramedics	All 100% results - please clarify	-
01. Define the various roles of the professional nurse and the impact nurses have on quality patient care.	100.00%	-
02. Develop knowledge of the nursing process, interpersonal skills, legal responsibilities and professional nursing ethics.	100.00%	-
03. Assess cultural, spiritual, and bio-psychosocial factors when arriving at nursing diagnoses and relevant interventions for individual clients.	100.00%	-
04. Describe how evidence based practice impacts clinical decision making.	100.00%	-
05. Demonstrate practice skills necessary to ensure safe and effective patient care in a variety of healthcare settings.	100.00%	-
NUR1069 - Transition into Practical Nrsng	-	-
NUR1070 - Clinical I	-	-
NUR1072 - Clinical III	-	-
NUR1073 - Clinical IV	-	-
NUR2002 - Transition from LPN to Prof NS	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Apply concepts of safe, quality, evidence- based, and person- centered nursing care, to diverse patient populations, across the lifespan and within the standards of practice specific to the professional nurse role.	92.86%	All benchmarks met for this course
02. Demonstrate critical thinking/clinical judgment, and safe, effective application of the nursing process while caring for patients across the healthcare continuum.	82.14%	-
03. Discuss the professional, legal and ethical knowledge needed to care for patients within the scope of practice of the professional nurse.	92.86%	-
04. Demonstrate leadership and knowledge of roles among the interdisciplinary healthcare team while caring for patients across the healthcare continuum.	92.86%	-
05. Apply maternal-child and pediatric concepts to safe, quality, evidence-based, family centered nursing care to diverse patient populations.	100.00%	-
06. Demonstrate critical thinking/clinical judgment to make person-centered care decisions when caring for childbearing families and children.	75.00%	-
07. Relate quality measures to improved patient care for childbearing families and children.	96.43%	-
08. Contribute to collaborative relationships with members of the interdisciplinary team in the maternal-child and pediatric healthcare settings.	100.00%	-
09. Use information management principles, techniques, and systems, and patient care technology to communicate, manage knowledge, mitigate errors, and support decision making.	92.86%	-
10. Demonstrate leadership principles caring for stable and complex maternal-child and pediatric patients.	85.71%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
11. Apply professional, legal, and ethical guidelines when caring for stable and complex maternal-child and pediatric patients.	96.43%	-
12. Demonstrate a culture of caring when providing holistic, compassionate, culturally-competent care to stable and complex maternal-child and pediatric patients.	100.00%	-
NUR2006 - Adv Concepts of Med/Surg NSG I	-	-
NUR2011 - Psychiatric-Mental Health NSG	-	-
NUR2012 - Pharmacology II	-	-
NUR2016 - Adv Concepts Med-Surg NSG II	-	-
NUR2030 - Transition to Professional NSG	-	-
NUR3001 - Integration into BSN Practice	-	-
03. Examine the role of baccalaureate nursing that embraces excellence, caring, legal and ethical practice, civility, accountability, and lifelong learning. (Professionalism)	85.71%	-
05. Describe a systematic process of critical inquiry to assess healthcare policy, financial, and regulatory systems that impact health care outcomes. (Critical thinking)	82.14%	-
06. Model effective communication with colleagues and interdisciplinary groups. (Communication)	82.14%	-
NUR3002 - Trends in Nursing Practice	-	-
01. Discuss current trends, issues, and responses affecting the professional nurse. (Quality care)	81.82%	-
02. Use the critical inquiry process to summarize the effects of political, social, and economic events on the development of nursing as a profession. (Critical thinking)	81.82%	-
03. Examine the different nursing career paths in relationship to current trends of clinical practice. (Leadership)	90.91%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Explore the impact of communication approaches on the ability of the nurse to collaboratively practice within diverse settings. (Communication)	90.91%	-
05. Evaluate the professional roles and responsibilities of the nurse within all care environments. (Professionalism)	81.82%	-
NUR3003 - Nursing Research/EBP	All 100% results - please clarify	-
01. Utilize the research process to identify a problem in the health care environment related to professional nursing practice. (Professionalism)	100.00%	Small sample size (less than 20) and or excellent students
03. Examine the role of the baccalaureate nurse in conducting research activities, implementing results, and disseminating findings. (Communication)	100.00%	Small sample size (less than 20) and/or excellent students
04. Critique nursing research studies and determine relevance to evidence-based nursing practice. (Critical thinking)	100.00%	Small sample size (less than 20) and or excellent students
NUR3004 - Informatics / Healthcare Tech	-	-
NUR3005 - Emergency Preparedness	All 100% results - please clarify	-
01. Apply research and evidence-based practice standards in evaluating outcomes of care processes during emergency situations to improve the quality and safety of health care systems and deliver quality care to individuals and diverse populations. (Quality care)	100.00%	Small sample size (less than 20) and or excellent students
02. Describe effective communication and collaboration with colleagues, interdisciplinary groups, and members of the community to promote safety and well-being in responding to major public health threats that could require a disaster response effort. (Communication)	100.00%	Small sample size (less than 20) and or excellent students

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Describe effective communication and collaboration with colleagues, interdisciplinary groups, and members of the community to promote safety and well-being in responding to major public health threats that could require a disaster response effort.	100.00%	Small sample size (less than 20) and or excellent students
04. Apply principles of leadership, knowledge of quality improvement and organization systems in the management of disaster preparedness and response to coordinate safe, quality patient-centered care. (Leadership)	100.00%	Small sample size (less than 20) and or excellent students
05. Utilize a systematic process of critical inquiry using nursing, natural and behavioral sciences, humanities, and arts to make evidence-based practice decisions in disaster and emergency situations.	100.00%	Small sample size (less than 20) and or excellent students
NUR3006 - Gerontology Nursing	-	-
NUR3007 - Behavioral Health	-	-
01. Use a systematic process of critical inquiry using nursing, natural and behavioral sciences, arts and humanities to make evidence-based practice decisions that improve behavioral health care. (Critical Thinking)	21.43%	Small sample size (less than 20) and group of students that are unable to grasp these concepts especially if they have not taken courses related to the other areas of thought such as natural and behavioral sciences, arts, Hum. These courses aren't prerequisites for the BSN degree or program
02. Integrate an interdisciplinary approach to the health promotion and treatment of patient and families and populations with behavioral health concerns in the community. (Communication)	35.71%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
03. Identify the role of the professional nurse that embraces excellence, caring, legal and ethical practice, civility, accountability, and professional development in behavioral health promotion. (Professionalism)	21.43%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Evaluate community resources using evidence-based practices for the patient, family, and populations with behavioral health concerns. (Quality care)	14.29%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
05. Apply principles of leadership and knowledge of quality improvement and organizational systems to design and coordinate safe, quality and cost-effective care for individuals, families and populations with behavioral health concerns. (Leadership)	28.57%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
NUR4008 - Legal/Ethical Issues	-	-
01. Analyze concepts of legal and ethical issues related to quality and safety in the healthcare system.	27.59%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
02. Apply legal and ethical concepts to issues across the lifespan including end-of-life care	17.24%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
03. Analyze legal and ethical concepts to improve communication across the continuum of healthcare environments	17.24%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
04. Evaluate the legal and ethical concepts used in leading improvements in healthcare policy, financial, and regulatory systems.	3.45%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
05. Integrate legal and ethical concepts with other disciplines when making evidence-based practice decisions.	6.90%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
NUR4009 - Leadership in the Nur. Profess	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
NUR4010 - Community Health Nursing/Prac	-	-
01. Examine the role of professional nursing that embraces excellence, caring, legal and ethical practice, civility, accountability, and life-long learning in the community-based practice setting. (Professionalism)	100.00%	Small sample size (less than 20) and or excellent students
02. Evaluate and use nursing research and evidence-based practice models in the delivery of nursing care, disease prevention, and the promotion of health and well-being to individuals, families, communities, and diverse population. (Quality Care)	94.74%	-
03. Apply critical thinking and decision-making to community practice settings in relation to assessment, resource utilization, program development, policy formation, and interventions with persons, families, and populations to promote the health of the public. (Critical Thinking)	94.74%	-
04. Utilize leadership skills to collaborate with health team members in the community to implement a change project with a selected population. (Leadership)	100.00%	Small sample size (less than 20) and or excellent students
05. Apply core concepts of communication and collaboration in community health nursing practice across the continuum of healthcare environments. (Communication)	100.00%	Small sample size (less than 20) and or excellent students
NUR4011 - Senior Seminar	-	-
01. 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.	76.92%	-
02. Formulate a plan that demonstrates an enhanced commitment to professionalism embracing excellence, caring, legal and ethical practice, civility, accountability, and professional development	69.23%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. 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 environments.	61.54%	The coursework or rubrics may not be appropriately assessing students in these areas. OR the coursework/texts books/content may not be supporting these areas
04. 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.	84.62%	-
05. 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.	69.23%	Small sample size (less than 20) and group of students that are unable to grasp these concepts especially if they have not taken courses related to the other areas of thought such as natural and behavioral sciences, arts, Hum. These courses aren't prerequisites for the BSN degree or program. OR the coursework/texts books/content may not be supporting these areas

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
ADN Program	-	SPE complete by start of fall semester 2026. Kaplan rubric revised by May 2026.	-
Develop new rubrics for PSLO's 6,7, and 8. Create a Comprehensive Systematic Plan of Evaluation in anticipation of our ACEN visit in 2028. Integrate new ATI resources into current rubrics. Since we have Kaplan for 1 more year with our 0527 cohort, revise Kaplan Nursing process rubric to add rigor.	Comprehensive SPE written. Faculty learns how to follow and integrates into all courses. Kaplan rubric becomes more rigorous and accurate in identifying at risk students.	SPE complete by start of fall semester 2026. Kaplan rubric revised by May 2026.	Nursing Program Director Campus Coordinators and all faculty members.
BSN Program	-	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Action	Goal	Timeline	Participants
Collaborate with instructors before and after assessments to review student progress and performance data, ensuring that all assessments in eLumen are aligned with course content, learning objectives, and intended outcomes.	Ensure all course assessments are aligned with course objectives and curriculum standards, while improving student outcomes through regular review of progress and performance data.	BEFORE Timeline: 1–2 weeks before each major assessment Meet individually with each instructor to: Review planned assessments in eLumen Confirm alignment with course objectives and learning outcomes Ensure assessment methods accurately measure intended competencies. AFTER Timeline: Within 3 months after the course concludes. Meet with instructors to: Review student performance data and grade distributions identify trends, gaps, or areas of concern Discuss effectiveness of the assessment in measuring learning outcomes	BSN Program Coordinator and BSN Part -time instructors (4 total)
LPN Program	-	-	-
The LPN Program in the Southwest will not run in the 26-27 academic year. The plan moving forward is to improve the foundations of the program including curriculum, instructional alignment, and return to use of ATI.	Complete accreditation requirements which includes curriculum alignment which will help improve how we are instructing and evaluating students.	This is in progress and will continue through the 26-27 academic year	Department Director; Campus Coordinators and PN Faculty
-	-	-	-
Pueblo Campus is starting a PN program which will help with collaboration and evaluation among multiple faculty to assess curriculum and student assessment criteria and outcomes across campuses once the SW program is resumed in FA27	Align curriculum across campuses to include assessment evaluation criteria and outcomes.	This is in progress and will continue through the 26-27 academic year and likely into the following year as we start to see SW student outcomes again in the Fall of 2027 and Spring of 2028.	Department Director; Campus Coordinators and PN Faculty

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Occupational Therapy Assistant

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Develop assessment	OTA 1021 instructor will develop one assessment for the course.	Spring 2025	Tricia Vigil	-
PT instructors education	Meet with PT instructors to review assessment expectations and goals at least one time.	Fall 2025	Tricia Vigil and Jennifer Vette	-

A. Assessment Activities

Activities to Continue:

OTA 1005: Did not assess in 2025; Will assess and monitor the 2 goals (CLSO) in 2026.
OTA 1022: Continue to assess for consistency for one more year (Child Observation Paper using CDC Checklist)
OTA 1031: Continue to assess for consistency (OTA1031 Reimbursement Test Question, Unit 3, Question 15)
OTA 2016: Continue to assess for consistency for one more year
OTA 2018: Continue to assess for one more year
OTA 2021: This assessment was updated for 2025 to capture a different knowledge base that the students need to have for fieldwork and the field; assess for one more year
OTA 2035: Continue to assess: evidence based research rubric and community and primary care rubric
OTA 2080/2081: These are PSLO's for accreditation so continue.

Activities to Modify:

OTA 1006: delete and develop a new assessment if needed for this course
OTA 1081: assessed using a different rubric in 2025, focused on all CSLO outcomes. Will go back to rubric focused on: OTA1081 Level I Fieldwork Experience with Older Adults Assessment Rubric for Summer 2026
OTA 2017: delete CLSO rubric and develop a new assessment for this course
OTA 1021: make Spring 2026 assessment more specific than 2025 (pre/post test) by comparing the movement grid (Sp 25 vs Sp 26).

Activities to Add:

Assessment Awards for OTA department: continue to grow assessment with all faculty, including PT/adjuncts. New faculty has been in training and started using assessment in Fa 25 and will continue in AY 2026 (taking on more courses now that she knows how to start this process)

B. Participation

Assessment Awards for OTA department: continue to grow assessment with all faculty, including PT/adjuncts. New faculty has been in training and started using assessment in Fa 25 and will continue in AY 2026 (taking on more courses now that she knows how to start this process)

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Achievement Rate	Comments/Clarifications
Occupational Therapy Assistant	-	-
ISLO	86.82	-
ISLO1: Critical Thinking & Problem Solving	90.48	-
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	90.48	-
ISLO2: Effective Communication	62.32	-
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	62.32	-
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	84.75	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	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	84.75	-
ISLO5: Professionalism	90.91	-
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	93.59	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	87.69	-
ISLO6: Social Consciousness	92.92	higher scores in this section due to final Level II placement and application
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement	87.69	-
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	-
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	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Occupational Therapy Assistant	-	-
PSLO	-	-
01. Model ethical, legal and professional values and beliefs congruent with the profession in all practice settings.	93.59%	-
05. Professionally interact within an intradisciplinary and interdisciplinary team.	87.69%	-
02. Develop therapeutic programs to meet established goals based on acquired knowledge, published research, and practical experiences.	84.75%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Demonstrate clinical reasoning skills during client centered interventions through innovative strategies.	90.48%	-
04. Provide culturally competent care to individuals in a variety of settings.	100.00%	-
06. Demonstrate effective and appropriate written and/or oral communication with team members, patients, and families.	62.32%	Students continue to work on documentation in practice.

-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
OTA1000 - Intro to Occupational Therapy	-	-
08. Explain patient rights, ethics, and legal implications of health care.	100.00%	-
OTA1005 - Occup. Disrupt./Activ. Analy.	-	-
OTA1006 - Basic OT Frames of Refer/Docum	-	-
OTA1021 - Assess Movement thrgh Occup	-	-
04. Assess client abilities using clinical reasoning to facilitate occupation-based interventions.	94.44%	looking to improve critically thinking in more dynamic way by implementing a different rubric for this coming year
OTA1022 - Occup. & Perform Neonate-Adult	-	-
01. Identify typical stages of development throughout the lifespan including challenges that may affect health and wellness.	89.47%	-
OTA1025 - Basic OT App to Mental Health	-	-
OTA1031 - Concerns/Treatment Older Adult	-	-
07. Explain various reimbursement systems, documentation requirements, and ethical standards impacting occupational therapy practices.	72.22%	-
OTA1081 - Internship	-	-
02. Develop an awareness and/or the need for occupational therapy in geriatrics.	66.67%	May need to look at why scores are lower here; new instructor will be starting
OTA1082 - Internship	-	-
OTA1083 - Internship	-	-
OTA2016 - App to Neuro Impairments	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Identify methods of collaborate with the client, caregivers, and the treatment team regarding the plan of care and potential referrals.	100.00%	-
OTA2017 - OT Rehabilitation Techniques	-	-
01. Demonstrate written and verbal communications that facilitate client learning.	29.41%	lower documentation scores due to 1st year and growing clinical reasoning; possible change due to different instructor
02. Demonstrate awareness of and sensitivity for barriers encountered by individuals with physical disabilities.	82.35%	-
03. Perform assessments and determine solutions based on identified problems.	88.24%	-
04. Identify adaptations and modifications based on a client's varying environmental contexts.	88.24%	-
05. Construct an assistive device and explain how it is used to enhance occupational performance.	94.12%	-
OTA2018 - OT - Adult Physical Disab	-	-
06. Demonstrate safety techniques including physical agent modalities (PAMs), splinting, monitoring vitals, functional transfers, wheelchair management, and positioning.	100.00%	-
07. Demonstrate the ability to educate and train clients, families, and caregivers to facilitate skills within occupations through prevention, health maintenance, and safety techniques.	52.94%	-
OTA2021 - Ped Disease/Disab/Treatmnt	-	-
OTA2035 - Professional Mgmt for the OTA	-	-
02. Identify the roles of occupational therapy assistants, emphasizing contributions to the profession, using evidence-based literature.	100.00%	-
OTA2078 - OTA Seminar	-	-
OTA2080 - Internship	-	-
06. Demonstrate collaboration and appropriate supervision within the inter and intra-professional contexts.	75.00%	-
09. Demonstrate accurate and timely documentation.	60.00%	-
OTA2081 - Internship	-	-
06. Demonstrate collaboration and appropriate supervision within the inter and intra-professional contexts.	66.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
09. Demonstrate accurate and timely documentation.	50.00%	students are continuing to improve in this area on fieldwork; continue to implement in courses prior

-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
New rubric	OTA 1006 Unit 1 and 2 Exam; Question 40 Written Response Rubric due to lower score on this question	Create in Spring 2026 and implement in Fall 2026	Jennifer Vette
New rubric	OTA 2017 Barthel assessment Question Follow Up Rubric: Question 6 on ADL Assessment for Unit 5 (created rubric) to assess student comprehension	Create in Spring 2026 and implement in Summer 2026	Jennifer Vette
New rubric	OTA 1021: Unit 2 exam; Question 11 Rubric (concentric/eccentric question)	Create in Spring 2026 and implement in Spring 2026	Tricia Vigil
PT instructor	PT instructor will review and/or assess/create class assessment	Fall 2026	Ashlynn Danielson

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Physical Therapist Assistant

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Create a new assessment for PTA 1035 - updated to re-assess Estim with a different, more relevant skill check for IFC	Increase students score of demonstrating safe and effective application of Estim by 5 %	May 15, 2025 - updated to December 20, 2025	Jennifer Prebble, PTA	Completed spring semester 2025
Create a new assessment for HPR 1017	Create a baseline score	December 20, 2025	Teresa Barnes, PT, CEC	Completed fall semester 2025
Create a new assessment for PTA 1040 Clinical Kinesiology	Create a baseline score on posture or gait assessment from the assignments.	May 15, 2025 - updated to December 20, 2025	Lori McGill, PT, DPT, Chair PTA Program	Completed spring semester 2025

A. Assessment Activities

Activities to Continue:

We will continue with the assessments from last year. We are making a change in the posture assignment and section, so that may change scores in PTA 1040. We will try out the new rubrics made for HPR 1017 and PTA 1035 to see what they show us. We seemed to have challenges with students behavior and being prepared for clinicals, so having a rubric to look at behaviors in the clinic will be helpful. The PTA 2078 rubric needs to be titled to say Practice exam from NPTE not NPTE exam. 16 of 17 students passed their National exam on the first trial. We don't have an ultimate score, because that student did not pass the NPTE on the first time and has not taken the exam again. Continue assessing PTA 2005 and PTA 1034, because the teacher has made some changes in the courses.

Activities to Modify:

We need to change the PTA 2005 rubric to just look at a couple of CSLO's. We need to change the wording on the goal that is looked at for PTA 2078 to Practice Exam areas. We will use the new rubrics made in 2025 during 2026 for estim and HPR 1017.

Activities to Add:

We will use the new rubrics made in 2025 during 2026 for estim and HPR 1017. We will change the rubric for PTA 2005. We will add a rubric for PTA 2081 or 2082 that will be in addition to the students score on the CPI

B. Participation

Goals: All full time and part time instructors participated with one rubric each semester. We will maintain the same goal. The teachers will be helping with revisions and using new rubrics. We will make a new rubric for PTA 2078 changing the wording to completing the FSBPT (NBPT) practice exam with score of 65% or higher.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Physical Therapist Assistant	-	-
ISLO	94.80%	-
ISLO1: Critical Thinking & Problem Solving	100.00%	-
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	100.00%	-
ISLO2: Effective Communication	88.06%	-
2a: Organize and express ideas clearly in both written and oral communication	92.31%	Our students practice written notes throughout fall and spring of the first year in class and fall of the seconds year in class. Presentations are done every semester. Working to present documentation standards from multiple settings not just in patient.
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	92.31%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	82.14%	Many of our students have challenges with grammar. We are working on set phrases that they can use for parts of their notes.
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	92.31%	We will work with students on how to make sure that they present inservices during the final internships that meet the needs of the audience not just a topic that interests the student.
ISLO3: Quantitative Reasoning	100.00%	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	100.00%	-
3b: Represent information as numerical data, functions, and formulae	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	100.00%	-
3e: Identify, evaluate, and infer reasonable assumptions based on quantitative information	100.00%	-
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	82.14%	-
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	82.14%	We would like to focus on this during clinicals with a new rubric and more training on professional behaviors in PTA 2080-2081, and 2082.
ISLO6: Social Consciousness	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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	Performance Rate (Target = 70%)	Comments/Clarifications
Physical Therapist Assistant	-	-
PSLO	-	-
1b. Design a treatment plan that aligns with the physical therapy plan of care.	-	-
2a. Deliver clear and effective patient education related to the physical therapy plan of care.	92.31%	This is practiced during all laboratory settings.
2b. Appropriately apply terminology specific to the physical therapy profession in both written documentation and spoken communication.	82.14%	We are working on the students using some set phrases that they know are grammatically correct during notes, as well as practicing their dialogue with patients.
3a. Modify components of treatment depending on patient status.	-	-
3b. Implement appropriate progression of the physical therapy plan of care as a physical therapist assistant.	-	-
3c. Report patient status to support decision to continue, modify, or discontinue interventions.	-	-
4. Perform basic manual therapy techniques and interventions in a safe and effective manner.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
6a. Collect objective measurement patient data.	100.00%	-
6b. Assess objective measurement data to determine appropriate patient interventions.	100.00%	-
7. Graduates will pass the National Physical Therapy Exam (NPTE).	64.71%	This is inaccurate. #7 should read, students during final semester will score at least a 65% or higher on the final FSBPT practice exam.
8. Safely operate technology common to physical therapy settings to ensure the safety of others and self.	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.	100.00%	-
PSLO 10: Discuss all aspects of the physical therapy profession.	92.86%	There are discussions during class that work on this, and the students are doing well.
PSLO 11: Describe the physiology, signs and symptoms regarding body system functions throughout the life span.	92.31%	There are discussions during class that work on this, and the students are doing well.

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PTA1010 - Basic Patient Care in PT	Many 100% results - please clarify	-
04. Apply concepts and principles of wheelchair management and mobility from both the patient and the caregiver perspectives.	100.00%	This skill was practiced often and students have to be safe with this in order to pass the skill check.
PTA1015 - Principles of Physical Therapy	-	-
PTA1020 - Modalities in Physical Therapy	-	-
02. Demonstrate techniques required for safe and effective application of heat and cold modalities.	100.00%	These modality skills were practiced during class and lab and all students were safe and could discuss precautions, indications and contraindications.
01. Discuss concepts, goals, indications, precautions, and contraindications for safe and effective application of heat/cold modalities.	100.00%	-
09. Discuss concepts, goals, indications, precautions, and contraindications, for safe and effective application of massage.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
10. Demonstrate techniques required for safe and effective application of massage.	100.00%	-
PTA1024 - Rehab Principles of Medical I	-	-
PTA1031 - Professional Communications I	-	-
03. Self-assess one's own communication skills, presentation skills, and professional behaviors.	68.75%	The students are often not self aware of their communication skills, presentation skills and professional behaviors.
PTA1034 - Rehab Principles of Medical II	-	-
01. Describe the functioning, disabilities and health associated with selected cardiovascular, respiratory, endocrine/metabolic, hematologic, immune, lymphatic and chronic pain disorders through the individual life span.	92.31%	-
PTA1035 - Principles of Elec Stimulation	-	-
PTA1040 - Clinical Kinesiology	-	-
08. Educate patients and others in therapeutic exercise.	92.31%	Students practiced a lot on educating their patients in therapeutic exercise.
12. Analyze the biomechanical components of normal and abnormal posture.	100.00%	-
PTA1041 - Professional Communications II	-	-
05. Document appropriate information in each of the sections of SOAP format following legal aspects of medical documentation.	100.00%	-
PTA2005 - Psychosocial Issue Health Care	-	-
01. Describe the psychosocial challenges and responsibilities of health care providers.	100.00%	-
03. Describe motivational factors in rehabilitation as they relate to physical disability and chronic illness.	92.31%	-
PTA2030 - Ortho Assessment & Management	-	-
01. Describe concepts, goals, indications, precautions, contraindications, and safety procedures in goniometric measurements and manual muscle testing of selected joints.	100.00%	Students practice goniometry and manual muscle testing throughout the semester and do very well with this.
02. Demonstrate techniques involved in goniometric measurements and functional manual muscle testing of selected joints.	100.00%	Students practice these skills throughout the entire semester.
PTA2040 - Neurological Assess/Mgt	-	-
PTA2051 - Professional Comm III	-	-
PTA2078 - PTA Seminar	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PTA2080 - Internship I:	-	-
07. Complete the CPI at the beginner to advanced beginner level (50%).	100.00%	-
PTA2081 - PTA Internship II	-	-
PTA2082 - PTA Internship III	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Review objectives from 2081 and 2082 to make rubric regarding expected behaviors or number of patients	Make rubric for PTA 2081 and/or PTA 2082 that aligns with an objective for behavior or caseload.	May 2026	Teresa Barnes, PT, (CEC) and Lori McGill, PT, chair
Review scores from NPTE practice exam and make new rubric as practice exam not final exam	Make rubric for PTA 2078 that reports that students will score a 65% or higher on their FSBPT (NPTE) practice exam.	May 2026	Lori McGill, PT, Chair
Study rubric for PTA 2005 and compare it to curriculum	Update PTA 2005 rubric to align more with the course.	December 2026.	Sarah Plerson, PTA instructor
Complete the newly developed PTA 1035 rubric.	Complete the newly developed PTA 1035 rubric and make changes to it for next year if needed.	May 2026	Jenn Preble, PTA faculty
Study curriculum in PTA 1024 for areas of concern with student performance. Make a rubric for that area.	Make rubric for PTA 1024.	May 2026	Jenn Preble, PTA, faculty

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Radiologic Technology

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
incorporate c-arm trainings into simulation clinic rotations.	for 2nd year students, would like at least 75% of them in the exemplary category by spring 2025 (semester 5). For 1st year students, would like at least 75% of them to be in the accomplished category by Fall, 2025 (semester 4).	spring and fall 2025 semesters.	Jayde, Steph, Patty	in - progress / new simulation instructor taking this on.
Incorporate more active learning in the course work after the completion of the Instructor ALI training.	Increase the ability to work together cohesively and learn more as a team.	Spring and Fall 2025	Beth	-
Create a guiding document that outlines professional and collegiate level communication for online discussion boards.	Improve quality of students' communication and engagement in online discussions.	Fall 2025	Grace	The online discussion guiding document was created and added to the content of RTE1011 and RTE1031-01. Results are hard to assess based on professionalism rubric

A. Assessment Activities

Activities to Continue:

RTE 1011- continue assessing students' communication skills and engagement in online discussions. Writing and communication is an important soft skill for rad techs.

RTE 1081, 1082, 1083 & 2081: continue to incorporate 1:1 c-arm trainings with students to aid in their progress / proficiency. This is critical in the clinical setting. Most students are afraid to go to the OR and utilize the c-arm due to lack of exposure so the more comfortable we can get them in simulation, will hopefully transfer into the OR setting.

RTE 1021- continue to incorporate Active Learning and work on better engagement strategies in the classroom. Active Learning is essential to retention of information in the radiology program regarding procedures. I am in hopes that the students will be more interactive with continued evolution and application of Active Learning group work. .

Jayde: N/A (RTE2021, RTE2089, RTE1001: This is my first time completing this as faculty.)

Activities to Modify:

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

RTE 1011- would like to use a different rubric to assess online discussions. The RTE professionalism rubric has a communication element to it, but doesn't focus on it. I will either use the institution level communication rubric or create a new one that better fits the assessment goals.

Jayde: RTE2021: I would like to create a new rubric based on the active learning activities I use for skull projections. RTE2089: I created a new rubric for the GI lab for this class and will use it this semester to assess students' knowledge of GI procedures and anatomy. RTE1001: I will use the RTE professionalism rubric since these are prospective students of the program.

RTE 1021- I would like to continue assessing the same course, but create a new, more specific rubric to indicate levels of engagement.

Activities to Add:

RTE 2081 & 2082: work with students in trauma simulation scenarios to help them to assess the critical patient, be creative (critically think) with obtaining diagnostic images and assisting them with workflow to minimize patient distress. New trauma rubric has been developed to assess student progress.

Jayde: I would like to focus on using my new GI rubric in 2089 and creating a new rubric for 2021 for the Fall Semester.

RTE 1021- I will use those identified previously.

B. Participation

all FT faculty complete assessment routinely.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Radiologic Technology	-	-
ISLO	97.15	-
ISLO1: Critical Thinking & Problem Solving	96.84	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	98.08	-
1b: Explore implications, inferences, assumptions, and alternate solutions	96.3	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	96.15	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	96.3	-
ISLO2: Effective Communication	97.6	-
2a: Organize and express ideas clearly in both written and oral communication	-	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	100	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	97.46	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	-	-
ISLO3: Quantitative Reasoning	96	-
3a: Select appropriate numerical data, functions, and formulae to perform accurate computations	96	-
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	96	-
3f: Interpret numerical data and calculations in defense of an argument	-	-
ISLO4: Textual Literacy	79.03	-
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	79.03	-
ISLO5: Professionalism	98.54	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	100	-
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	100	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	95.71	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	95.79	-
ISLO6: Social Consciousness	99.1	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

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	99.1	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Diagnostic Medical Sonography	-	-
PSLO	Many 100% results - please clarify	-
01. Discuss performance of a pelvic sonogram	100.00%	-
02. Clarify the differences in wave motion with various tissue densities	-	-
03. Explain performance of an abdominal sonogram to include pediatrics and/or small parts	97.73%	-
04. Explain the performance of a vascular sonogram	100.00%	-
05. Explain performance of an obstetric sonogram	100.00%	-
06. Apply proper ergonomics while scanning and discuss the principles of ALARA and medical ethics.	100.00%	-
07. Discuss transducer maintenance, cleaning and principles of sterile techniques for invasive procedures	100.00%	-
08. Identify the work environment and career opportunities for sonographers.	100.00%	-
Radiologic Technology	-	-
PSLO	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO2: Image Production	-	-
PSLO2a: Utilize x-ray production equipment appropriately and according to protocol.	-	-
PSLO2b: Produce diagnostic radiographs using effective techniques to optimize image quality.	-	-
PSLO 2c: Product technically diagnostic CT images	-	-
PSLO 2d: Produce technically diagnostic MR images.	-	-
PSLO5: Soft Skills	-	-
PSLO5a: (Attendance) Demonstrate personal accountability by attending regularly, arriving on time, and staying for the full scheduled class	100.00%	RTE students are held to high standards in attendance. 100% attendance is expected in both in-person and online courses, and students are expected to make up missed coursework.
PSLO5b: (Accepting Feedback) Exhibit self-efficacy by growing personally in response to constructive criticism	-	-
PSLO5c: (Respectful Communication) Interact with others respectfully and maintain a positive attitude	97.18%	-
PSLO5d: (Proficiency) Apply proper methods in order to perform assigned radiology program tasks	-	-
PSLO5e: (Classroom Interaction) Contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	99.10%	Students are expected to contribute to class and collaborate with other students every week. Active learning that has been incorporated into the program emphasizes this PSLO.
PSLO3: Imaging Procedures	-	-
PSLO 3a: Properly position patients for exams	-	-
PSLO 3b: Demonstrate proficiency in surgical C-arm operation	79.03%	-
PSLO 3c: Demonstrate proficiency in portable trauma radiography.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 3d: Understand human anatomy in applications of imaging modalities	85.29%	Students are expected to have a comprehensive understanding of human anatomy to ensure best practice for creating diagnostic images.
PSLO 3e: Identify and understand pathologic conditions on images	37.50%	-
PSLO1: Safety	-	-
PSLO1a: Perform radiographic procedures safely.	96.00%	-
PSLO1b: Identify problems with patient perceptions on exam success	-	-
PSLO 1c: Describe the basic functional and morphologic characteristics that re common to all cells.	-	-
PSLO 1d: Identify and describe patient care issues	100.00%	-
PSLO4: Patient Care	-	-
PLSO 4a: Show proper use of communication skills using the AIDET model.	100.00%	-
PSLO 4b: Model ethical behavior according to the American Registry of Radiologic Technologists (ARRT) Code of Ethics.	88.00%	-

-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
DMS1001 - Introduction to Sonography	Many 100% results - please clarify	-
DMS2001 - Ultrasound Physics I	-	-
DMS2002 - Ultrasound Physics II	-	-
DMS2080 - Clinical Observation	-	-
DMS2081 - Clinical Internship I	-	-
DMS2082 - Ultrasound Internship II	-	-
DMS2083 - Ultrasound Internship III	-	-
DMS2089 - Ultrasound Capstone	-	-
01. Create a resume	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
02. Compare and contrast job search strategies.	100.00%	-
03. Prepare for the professional board exams required for the Registered Diagnostic Medical Sonographer, Registered Diagnostic Cardiac Sonographer, or Registered Vascular Technology specialty examinations given by the American Registry of Diagnostic Medical Sonographers (ARDMS)	100.00%	-
DMS2100 - Small Parts Ultrasound	-	-
01. Identify anatomy of small parts and surrounding structures.	75.00%	-
02. Give differential diagnosis.	100.00%	-
03. Explain the characteristics between solid lesions and cystic lesions.	100.00%	-
04. Describe the sonographic technique used in scanning that particular organ.	100.00%	-
DMS2101 - Abdominal Ultrasound I	-	-
DMS2102 - Abdominal Ultrasound II	-	-
01. List the scanning protocols of the retro-peritoneum, peritoneum, and abdominal wall and identify anatomic structures as presented in multiple planes.	100.00%	-
02. List the scanning protocols of the retro-peritoneum, peritoneum, and abdominal wall and identify anatomic structures as presented in multiple planes.	100.00%	-
03. Identify and discuss pathology, scanning protocols, and sectional anatomy of the gastrointestinal tract.	100.00%	-
04. Identify and discuss pathology, scanning protocols, and sectional anatomy of the pediatric abdomen.	100.00%	-
05. Identify and discuss pathology, scanning protocols, and sectional anatomy of the neonatal brain.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Identify and discuss scanning protocols, sectional anatomy, and special considerations of ultrasound of transplanted organs.	100.00%	-
07. Describe the principles of sterile technique, scanning protocols, and special considerations of invasive ultrasonic procedures.	100.00%	-
08. Discuss the use and efficacy of contrast agents in sonography.	100.00%	-
09. Describe the principles and special considerations encountered in intraoperative sonography.	100.00%	-
10. Identify and discuss the value of complementary imaging.	100.00%	-
11. Discuss principles of medical ethics.	100.00%	-
DMS2111 - General Ultrasound Scan Lab	-	-
DMS2201 - OB/GYN Ultrasound I	-	-
DMS2202 - OB/GYN Ultrasound II	-	-
01. Perform second and third trimester pregnancy sonogram.	100.00%	-
02. Perform sonographic evaluation of multiple gestations.	100.00%	-
03. Perform specialized examinations such as biophysical profile.	100.00%	-
04. Identify fetal abnormalities on the sonographic image.	100.00%	-
05. Recognize causes of infertility.	100.00%	-
06. Describe current reproductive therapy practices.	100.00%	-
07. List teratogens and their resultant fetal malformations.	100.00%	-
DMS2400 - Vascular Ultrasound	-	-
01. Identify basic vascular arteries and veins.	100.00%	-
02. Explain the difference between CCA, ICA, and ECA vessels.	100.00%	-
03. Ability to acknowledge normal and abnormal waveforms.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
RTE1001 - Introduction to Radiography	-	-
RTE1011 - Radiographic Patient Care	-	-
RTE1021 - Radiologic Procedures I	-	-
RTE1022 - Radiologic Procedures II	-	-
RTE1031 - Radiogr Pathology/Image Eval	-	-
RTE1032 - Radiog Pathology/Image Eval II	-	-
01. Identify normal anatomy on radiographic images of the skeletal system.	94.12%	This system is started in 1031 and carried over into 1032. Students did well due to the fact that the skeletal system is the bulk of what we see in diagnostic radiology. The skeletal system is broken down into five weeks so that it's covered thoroughly.
02. Identify pathologic conditions on radiographic images related to the skeletal system.	94.12%	same as above.
03. Determine diagnosis and imaging variants due to pathology related to the skeletal system.	70.59%	students progressing in this category but still struggle to differentiate the various pathologies.
04. Identify normal anatomy on radiographic images of the circulatory system.	58.82%	the circulatory system is a weak spot; most students still in the developing stage. Will look to incorporate additional videos, etc to aid in student learning.
05. Identify pathologic conditions on radiographic images related to the circulatory system.	17.65%	the circulatory system is not a huge part of radiography until you dive into special procedures. Students are not well prepared regarding circulation prior to the program and therefore continue to struggle in the program.
06. Determine diagnosis and imaging variants due to pathology related to the circulatory system.	5.88%	most students still in the "development" stage here.
07. Identify normal anatomy on radiographic images of the nervous system.	94.12%	anatomy is the heart of what we do in radiography; most students well versed in anatomy of the head / spine.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Identify pathologic conditions on radiographic images related to the nervous system.	41.18%	many of these conditions are imaged via other modalities so students struggle since they are not exposed to those other modalities.
09. Determine diagnosis and imaging variants due to pathology related to the nervous system.	11.76%	many of these conditions are imaged via other modalities so students struggle since they are not exposed to those other modalities.
10. Identify normal anatomy on radiographic images of the urogenital system. (RECOMMENDED)	94.12%	anatomy is the heart of what we do in radiography; most students well versed in anatomy of the urogenital system.
11. Identify pathologic conditions on radiographic images related to the urogenital system. (RECOMMENDED)	47.06%	This is a struggle due to lack of exposure in the field. Students are not seeing much imaging with the urogenital system.
12. Determine diagnosis and imaging variants due to pathology related to the urogenital system. (RECOMMENDED)	11.76%	This is a struggle due to lack of exposure in the field. Students are not seeing much imaging with the urogenital system.
RTE1041 - Radiographic Equip/Imaging I	-	-
RTE1042 - Radiographic Equip/Imaging II	-	-
RTE1081 - Internship: Radiographic I	-	-
03. Take part in patient assessment and care.	100.00%	This was our AIDET assessment which is mandated by our clinical sites. All students are required to follow AIDET with each patient.
RTE1082 - Internship: Radiographic II	-	-
RTE1083 - Internship: Radiographic III	-	-
RTE2021 - Advanced Medical Imaging	-	-
RTE2031 - Radiation Biology/Protection	-	-
RTE2055 - Multiplanar Sectional Imaging	-	-
RTE2081 - Radiographic Internship IV	-	-
RTE2082 - Radiographic Clinical Intern V	-	-
RTE2089 - Capstone	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
RTE2091 - Professional Development	-	-
RTE3011 - Sectional Anatomy Med Imaging	-	-
RTE3012 - IV Cert for Contrast Medium	-	-
RTE3021 - Theory and App of MR Imaging I	-	-
RTE3031 - MRI Protocols and Procedures	-	-
RTE3041 - Theory and App of CT Imaging	-	-
RTE3051 - CT Protocols and Procedures	-	-
RTE3081 - Internship: MRI	-	-
RTE3082 - Internship: CT	-	-
RTE4021 - Theory/App of MR Imaging II	-	-
RTE4031 - Adv MRI Protocols, Procedures	-	-
RTE4051 - Adv CT Protocols, Procedures	-	-
RTE4081 - Internship:	-	-
RTE4082 - Internship:	-	-

-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Continue to monitor student progress in quality online discussions for Patient Care (RTE 1011) using the communication rubric instead of the professionalism rubric. For Pathology courses I will use CSLO specific rubrics to track student progress in image analysis.	Continue to improve students' communication skills in online forums, specifically in quality content of initial posts and replies to classmates. Begin the process of tracking student image analysis in Pathology 1 & 2. Would like to see 80% of the students accomplished and above in image analysis.	Spring and Fall 2026	Grace

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Action	Goal	Timeline	Participants
Continue to aid student learning / performance with the c-arm with additional 1:1 trainings during simulation each semester.	Goal is to have 75% of the students "accomplished" in semester 4 of the program.	spring and fall 2026	Patty
Incorporate simulated trauma scenarios during student simulations.	Force student to assess patient, critically think to obtain images and decide if images are acceptable to "submit". Would like to see at least 80% of students proficient in final semester.	spring 2026	Patty
Incorporate a new rubric for GI in Capstone and a new rubric for active learning of the skull projections in Advanced Procedures. Continue using the RTE professionalism rubric in Intro to Radiography.	See an increase in understanding of GI anatomy and procedures with at least a 75% of students "accomplished" after the lab. Evaluate the effectiveness of current active learning activities during skull procedures with a 75% "accomplished".	Spring and Fall 2026	Jayde
Reconstruct and reorganize course group work and interaction of student engagement with instructor	Continue to create activities for formative assessment in the classroom. Engage students in group work by creating a new rubric for self-evaluation.	Spring and Fall 2026	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Respiratory Therapy

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
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	2025-2026	Shawna Tracy, Catherine LaPorte, Sarah Case	-

A. Assessment Activities

Activities to Continue:

Our department would like to continue assessing the same courses, with the same rubrics, and learning outcomes. The continuation of current assessment will allow for longevity of data collection and analysis

Activities to Modify:

No changes, the current rubric fits our learning outcomes

Activities to Add:

No other classes to add this time

B. Participation

Goals: No concerns at this time.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Respiratory Therapy	-	-
ISLO	96.88%	-
ISLO1: Critical Thinking & Problem Solving	96.58%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	96.43%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	96.97%	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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	100.00%	-
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	100.00%	-
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	90.91%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	90.91%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	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	Performance Rate (Target = 70%)	Comments/Clarifications
Respiratory Care	-	-
PSLO	-	-
01. Demonstrate diagnostic care in a clinical or lab setting.	96.97%	-
02. Demonstrate critical care in a clinical or lab setting.	100.00%	-
03. Demonstrate floor care in a clinical or lab setting.	93.48%	-
04. Demonstrate pediatric care in a clinical or lab setting.	90.91%	-
05. Assimilate professional, legal, and ethical guidelines in clinical practice as a professional respiratory therapist. (professionalism, ethical behavior, legal principles, standards of practice)	-	-
06. Engage in critical thinking to make patient-centered care decisions. (critical thinking, clinical decision making and respiratory care program judgment)	-	-
07. Participate in collaborative relationships with members of the interdisciplinary team, the patient, and the patient's support persons. (teamwork and collaboration)	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
RCA1005 - Intro to Respiratory Care	No CSLO Data	-
RCA1010 - Pharm-Respiratory Therapy	-	-
RCA1032 - Basic Techs-Respir Care II	-	-
RCA1041 - Basic Techs in Respir Care	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
RCA1051 - Cadiopulmonary A and P	-	-
RCA1053 - Cardiopulm Disease and Patho	-	-
RCA1056 - Apps of Science in RCA	-	-
RCA2035 - Mechanical Ventilation I	-	-
RCA2036 - Mechanical Ventilation II	-	-
RCA2046 - Neonat & Ped Respir Care	-	-
RCA2065 - Professional Development	-	-
RCA2066 - Monitoring & Diagnostics II	-	-
RCA2070 - Clinical I	-	-
RCA2071 - Clinical II	-	-
RCA2072 - Clinical III	-	-
RCA4000 - Current Topics in Pulm Disease	-	-
RCA4001 - Sleep Medicine	-	-
RCA4002 - Advd Cncpts in Resprty Thpry	-	-
RCA4078 - Senior Seminar	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
We will continue to assess our students in the areas of critical care and floor care	We will perform assessments in the Fall, Spring, and Summer Semesters	2026-2027	Shawna Tracy, Catherine LaPorte, Sarah Case

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Social Sciences

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Implement a plan to encourage participation from CE instructors	100% participations	December 2025	Tracy Williams and Brad Bowers will connect with CE instructors. They will be invited to the training at the end of each semester.	While not 100%, we did get 10 CE assessments completed. This a a huge leap from 0, the previous year.
Map PSC PLSO to ISLO	Ensure connection between the new PSLOs and the ISLOs.	December 2025	Tracy Williams	Due to time constraints, and few PT instructors in this area, this was not completed.
Map GEO PLSO to ISLO	Ensure connection between the new PSLOs and the ISLOs.	December 2025	-	The previous year I had worked with a PT instructor to establish the outcomes, however, due to her leaving and not having an instructor to collaborate with, this was not completed.

A. Assessment Activities

Activities to Continue:

Psychology:

Tracy:

- The Psychology of Death and Dying (PSY 2222), completed an assignment to assess Social Consciousness. The students completed a self-assessment prior to the activity. The students learned about various cultural death rituals and participated in a guided activity of creating their own ofrenda for Dia De Los Muertos. After the activity, the students again self assessed, and I compared the data. The data showed that in all outcomes, students increased in cultural awareness.
- I will be continuing an activity to incorporate the professionalism rubric. The students will have a guest speaker and based on the rubric outcomes, the students will engage in a pre- and post-speak assignment.

SOC:

George

- I will continue my portfolio projects that focus on helping students develop their research and critical thinking skills, as well as their ability to organize and present information

Activities to Modify:

Psychology:

Tracy:

- For the Psychology Expo, students have been tasked with assessing their classmates' projects and presentations using the Professionalism rubric. This activity will be modified to have students reflect on

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

how they were scored, how they scored others, and how peer evaluation can connect to a concept covered within the course.

SOC:

George

- I will be modifying the rubric for the portfolio project and integrating it with the effective communication rubric in eLumen.
- I will modify the final projects for Diversity and Deviance to incorporate more key concepts from our readings.

Activities to Add:

As a department, we will add the following activities to our courses to gain baseline data.

Students will be assessed on Critical Thinking and ethics of AI.

- Students will receive an AI-generated research paper on a psychology topic. Their task is to serve as a peer reviewer and critical evaluator, examining the paper for accuracy, scholarly quality, and APA formatting compliance. This assignment develops essential skills for evaluating information in an AI-augmented world.

George

- I will be adding an activity that encourages students to use AI to improve and expand their final projects in all classes.

B. Participation

Goals: We had great participation this year. The department won the Most Assessments award during our Assessment Celebration!

We had 10 CE assessments completed!

100% of FT faculty completed at least one assessment..

There is a continuous growth in participation from PT instructors, 2 years ago, out of 39 PT instructors, 21 had 0 completed assessments. Last year, out of 34 PT instructors, only 6 completed 0 assessments. This year, out of 39 PT instructors, only 7 completed 0 assessments (However, there were an additional 4, who were counted as having 0 assessments, but they were only completing independent studies that semester. This jump in PT and CE participation can be linked to the training that is planned for this department near the end of each semester.

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Social Sciences	-	-
ISLO	86.61%	-
ISLO1: Critical Thinking & Problem Solving	85.76%	-
1a: Interpret, analyze, and assess available evidence, information, and ideas	82.24%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	86.33%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	89.37%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	91.40%	-
ISLO2: Effective Communication	83.83%	-
2a: Organize and express ideas clearly in both written and oral communication	81.52%	-
2b: Convey ideas purposefully (persuasive, informative, etc.) and with a clear focus	83.15%	-
2c: Employ conventions of communication in accordance with disciplinary and/or professional expectations	84.78%	-
2d: Select and apply compelling and appropriate communication strategies that attend to the values, knowledge, interests, and needs of the audience	85.87%	-
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	69.23%	-
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	69.23%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	-	-
ISLO5: Professionalism	85.73%	-
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	80.28%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	88.93%	-
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	88.58%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	85.12%	-
ISLO6: Social Consciousness	98.27%	-
6a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	98.17%	-
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.	98.10%	-
6c: Engage with local and extended communities to promote civic action and social improvement.	100.00%	-
6d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues.	97.14%	-

2B. Program-Level (PSLO) Performance

PSLO	Performance Rate (Target = 70%)	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.	-	-
PSLO 2: Compare and contrast distinct cultures with regard to any cultural facet.	-	-
PSLO 3: Define the important cross-cultural systems developed by human groups to reckon kinship and descent, and social affiliation.	-	-
PSLO 4: Discuss the important anthropological ideas regarding the origins, causes, and effects of war.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
Education	-	-
PSLO	-	-
1. Discuss the goals, benefits, and uses of assessment in developing appropriate goals, curriculum, and teaching strategies.	-	-
2. Demonstrate effective communication skills for collaborating with families and colleagues.	-	-
3. Apply a broad repertoire of developmentally appropriate teaching/learning approaches, including technology.	-	-
4. Uphold ethical standards and other education professional guidelines.	-	-
5. Apply observation, documentation, and other appropriate assessment tools and approaches.	-	-
Ethnic Studies	-	-
PSLO	-	-
PSLO 1: Describe and explain 5 of the major historical contributions of Meso-American civilization.	-	-
PSLO 2: Define and explain the term indigenismo and the etymology of the term Chicano.	-	-
PSLO 3: Discuss and analyze the historical impact of the Sleepy Lagoon Case.	-	-
PSLO 4: Compare/contrast the colonial socio-historic model applied to many developing Third World Countries with the status of the contemporary Chicano.	-	-
Library Technician	-	-
PSLO	-	-
1a. Demonstrate awareness of ethics, values, perspectives, intellectual freedom, and foundational principles when working with colleagues and patrons. (Life Skills)	96.92%	-
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)	93.33%	-
2a. Competently explain the acquisition, description, storage, retrieval and use of library information products, services and programs. (Analytic Techniques)	95.74%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
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)	81.25%	-
3. Provide professional customer service through effective interpersonal communication (writing, speaking, and listening) skills including analysis and synthesis of information or situations. (Communication Skills)	100.00%	-
4a. Demonstrate technical and practical skills in the use of library resources including hardware and software in practical applications and in library employment. (Technology Skills)	100.00%	-
4b. Demonstrate proficiency in identifying, using, and evaluating current and emerging information and communication technologies. (Technology Skills)	75.00%	-
5. Exhibit professional ethics and behaviors which include respect for colleagues and customers by demonstrating best library technician customer service skills. (Teamwork Techniques)	100.00%	-
6a. Observe and develop library programming that meets the needs of a diverse community including social media connections. (Social Values)	92.00%	-
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)	100.00%	-
7a. Display aptitudes for career success (time management, attention to detail and quality, professionalism) in the library workplace. (Employability)	-	-
7b. Competently discuss library administrative organization, management and supervision. (Employability)	100.00%	-
7c. Demonstrate collegiality, team-building and communication with the ability to work as an effective team member. (Employability)	94.12%	-
Psychology	-	-
PSLO	-	-
PSLO01 Describe fundamental principles of psychology	76.11%	-
PSLO02 Analyze the real-world applications of fundamental principles of psychology	81.82%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO003 Demonstrate psychological information literacy	69.23%	-
PSLO04a: Demonstrate respectful, fair, and equal treatment of all people, and contribute positively to collaboration and teamwork by offering ideas, assistance, and encouragement.	-	-
PSLO04b: 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.	-	-
PSLO04c: Engage with local and extended communities to promote civic action and social improvement.	-	-
PSLO04d: Recognize the interconnectivity of important issues and broaden disciplinary and personal knowledge to include overarching social, ecological, and political issues.	-	-
Social Work	-	-
PSLO	-	-
PSLO 1: Apply assessment, planning and intervention skills to the various levels of social work practice	-	-
PSLO 2: Articulate the knowledge base, skills, professional values and ethics required for beginning generalist social work practice	-	-
PSLO 3: Identify issues related to diversity and populations-at-risk as they relate to generalist social work interventions	-	-
PSLO 4: Apply critical thinking skills in assessing agency services and the worker client relationship	100.00%	-
Sociology	-	-
PSLO	-	-
PSLO 1 Describe fundamental principles of sociology	-	-
PSLO 2 Demonstrate sociological information literacy	70.00%	-
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.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 2: Interpret issues of violence in women`s lives and the impact it makes on how women live and how women are socialized.	-	-
PSLO 3: Examine women`s role in the work place and family: evaluate its impact on women`s liberation.	-	-
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.	-	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
ANT1001 - Cultural Anthropology: SS3	-	-
ANT1003 - Intro to Archaeology: SS3	-	-
ANT2115 - Native Peoples N. America: SS3	-	-
ANT2550 - Medical Anthropology:SS3	-	-
EDU2211 - Introduction to Education	-	-
EDU2221 - Effective Teaching	-	-
EDU2611 - Teaching, Learning &Technology	-	-
ETH2000 - Intro to Ethnic Studies: SS3	-	-
ETH2024 - Intro to Chicano Studies	-	-
LTN1001 - Intro to Library Services	-	-
14. Roles of practicing library technicians	90.00%	-
LTN1010 - Selection and Acquisitions	-	-
LTN1015 - Library Circulation	Many 100% results - please clarify	The instructor will look back. Instructors will be reminded to make notes when the data is showing any surprising information (all 100%, all identical results, very low results, etc.)
01. Explain the terminology and concepts crucial to an understanding of the library circulation function.	100.00%	-
02. List the circulation services that libraries make available to their communities.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Explain the policies and procedures, which underlie and organize library circulation services.	100.00%	-
04. Demonstrate an understanding of the ethical, legal, and security issues, which influence library circulation.	100.00%	-
05. Demonstrate an understanding of the importance of excellent customer service skills.	100.00%	-
06. Explain the impact of technology on the provision of library circulation service.	100.00%	-
07. Course Activities:	78.57%	-
07a. Complete all assigned readings.	85.71%	-
07b. Complete weekly assignments (15 total). Utilize and display an understanding of the material covered. (80% of the grade)	64.29%	-
07c. Do one library circulation desk observation and analysis. (15% of the grade)	92.86%	-
07d. Completion of assignments by the due date and participation in online discussions. (5% of the grade)	78.57%	-
LTN2005 - Intro to Cataloging/Classific	-	-
01. Assign classification numbers to all types of library materials.	81.25%	-
02. Demonstrate an understanding of descriptive cataloging of all types of library materials.	87.50%	-
03. Determine subject headings for all types of library materials.	75.00%	-
04. Demonstrate an understanding of the MARC record format.	75.00%	-
LTN2010 - Reference Materials	-	-
LTN2020 - Library/Media Center Mgmt/PR	All 100% results - please clarify	The instructor will look back. Instructors will be reminded to make notes when the data is showing any surprising information (all 100%, all identical results, very low results, etc.)
01. Describe common management theories	100.00%	-
02. Identify the position of their library in the organizational structure	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Determine the difference between leadership and management and when each is appropriate in the work setting.	100.00%	-
04. Show an understanding of the overall function of libraries and their relationship to the clientele they serve.	100.00%	-
05. Apply one planning principle.	100.00%	-
06. Recognize the responsibility of the library to serve all segments of the community's population by 1) Identifying one way to apply the Cultural Diversity Tool kit in the library; 2) Using the ADA Checklist, evaluate a library; 3) Develop one project to reach a minority group in the community.	100.00%	-
07. Develop goals and objectives for library operation and recommend procedures for implementation.	100.00%	-
08. Demonstrate knowledge of problem-solving techniques and apply them to the library setting.	100.00%	-
09. Able to apply communicate techniques to interactions and written communications.	100.00%	-
10. Apply ethics in a decision-making situation in the library setting.	100.00%	-
11. Define public relations and marketing. Apply public relations to a discussion of a library incident. Create one marketing project.	100.00%	-
12. Understand the need for library policies by developing a policy for a library.	100.00%	-
13. Demonstrate an understanding of library security issues.	100.00%	-
14. Identify laws and regulations that affect different libraries.	100.00%	-
PSY1001 - General Psychology I: SS3	-	-
01. Explain the discipline of psychology, its history, and how it is practiced today.	76.47%	-
02. Demonstrate the basic rules of research in psychology and be able to evaluate their application.	78.43%	-
03. Identify the biological influences on behavior.	76.47%	-
04. Explain consciousness and factors that may influence it.	72.55%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
05. Summarize motivation in terms of inborn and learned determinants.	76.47%	-
06. Analyze emotion and its relationship to physiology and cognition.	80.39%	-
07. Define the principles of sensation and perception.	76.47%	-
08. Demonstrate the principles of learning and their application to behavior.	76.47%	-
09. Outline memory and forgetting and the application of memory skills to life.	74.51%	-
10. Identify the factors involved in stress and effective strategies for management of stress.	76.47%	-
11. Write and speak clearly and logically in presentations and essays about topics related to psychology.	78.43%	-
12. Demonstrate psychology information literacy by evaluating the validity of information sources in the study of psychology.	78.43%	-
13. Analyze, evaluate, and apply written material related to the study of psychology.	80.39%	-
PSY1002 - General Psychology II : SS3	-	-
PSY1005 - Psych Workplace Relationships	-	-
PSY2000 - Research Methodology	-	-
PSY2080 - Internship	-	-
PSY2105 - Psychology of Gender: SS3	-	-
PSY2107 - Human Sexuality: SS3	-	-
PSY2221 - Social Psychology: SS3	-	-
PSY2222 - Psychology of Death/Dying: SS3	-	-
PSY2331 - Positive Psychology: SS3	-	-
PSY2440 - Human Growth & Developmnt: SS3	-	-
01. Identify the biological factors associated with prenatal development.	78.26%	-
02. Evaluate the environmental factors associated with prenatal development.	79.35%	-
03. Identitfy and explain the biological factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging.	78.26%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
04. Compare and contrast the cognitive factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging.	80.43%	-
05. Explain the emotional factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging.	80.43%	-
06. Identify and explain the psychosocial factors associated with infancy, childhood, adolescence, young adulthood, middle adulthood, and aging.	80.43%	-
07. Examine the emotional factors associated with death and dying.	77.17%	-
08. Identify psychosocial factors associated with death and dying.	77.17%	-
PSY2441 - Child Development: SS3	All identical results - please clarify	This was a CE instructor at a high school. Instructors will be reminded to make notes when the data is showing any surprising information (all 100%, all identical results, very low results, etc.)
01. Identify the biological factors associated with prenatal development.	92.00%	-
02. Evaluate the environmental factors associated with prenatal development.	92.00%	-
03. Explain the biological factors associated with infancy and childhood.	92.00%	-
04. Compare and contrast the cognitive factors associated with infancy and childhood.	92.00%	-
05. Explain the emotional factors associated with infancy and childhood.	92.00%	-
06. Explain the psychosocial factors associated with infancy and childhood.	92.00%	-
PSY2552 - Psychopathology: SS3	All identical results - please clarify	This was a CE instructor at a high school. Instructors will be reminded to make notes when the data is showing any surprising information (all 100%, all identical results, very low results, etc.)

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
01. Identify the historical perspective of abnormal psychology.	69.23%	-
02. Identify the research methods used in the study of abnormal psychology.	69.23%	-
03. Compare the theoretical perspectives in the field of abnormal psychology.	69.23%	-
04. Compare and contrast the methods of assessment used in abnormal psychology.	69.23%	-
05. Explain the classification of psychological disorders.	69.23%	-
06. Evaluate treatment approaches.	69.23%	-
PSY2770 - Intro to Forensic Psychology	-	-
PSY2771 - Psychology of Personality: SS3	-	-
SOC1001 - Intro to Sociology I: SS3	-	-
01. Explain the basic insight of sociology, including the meaning and importance of the sociological imagination.	68.89%	-
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.	65.19%	-
03. Explain the primary research methods used for sociological research, as well as their advantages and disadvantages.	65.93%	-
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.	66.67%	-
05. Explain how key agents of socialization contribute to human development.	64.44%	-
06. Identify the ways in which individuals conform to social structure, including statuses, roles, groups and formal organizations.	65.93%	-
07. Apply theories of deviance in order to understand the relationship between norms and social control.	64.44%	-
08. Explain social stratification locally and globally, and as it relates to social class, gender, aging, sexual orientation, race and ethnicity.	65.19%	-
SOC1002 - Intro to Sociology II: SS3	-	-
SOC2005 - Soc Of Family Dynamics:SS3	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
SOC2007 - Environmental Sociology:SS3	-	-
SOC2018 - Sociology of Diversity: SS3	-	-
SOC2031 - Soc-Deviant Behavior: GT-SS3	All 100% results - please clarify	The instructor will look back. Instructors will be reminded to make notes when the data is showing any surprising information (all 100%, all identical results, very low results, etc.)
01. Examine recognized forms of social deviance and the characteristics of persons engaging in deviance in varied contexts.	100.00%	-
02. Apply the major theories of deviance to specific cases.	100.00%	-
03. Explain the processes that shape culturally determined definitions of deviant behavior.	100.00%	-
04. Analyze the relationship between social inequality and deviance.	100.00%	-
05. Evaluate alternatives to social institutions' changing responses to deviance.	100.00%	-
SWK1000 - Introduction to Social Work	-	-
01. Apply the generalist intervention model to various settings in which social workers practice.	100.00%	-
02. Identify key events in the historical development of the social work profession and compare social work with other helping professions.	91.67%	-
03. Apply assessment, planning and intervention skills to the various levels of social work practice	83.33%	-
04. Articulate the knowledge base, skills, professional values and ethics required for beginning generalist social work practice	100.00%	-
05. Describe social work methods and perspectives (past and present),	100.00%	-
06. Demonstrate an understanding of generalist social work roles and responsibilities in various fields of practice	91.67%	-
07. Identify issues related to diversity and populations-at-risk as they relate to generalist social work interventions	91.67%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
08. Apply critical thinking skills in assessing agency services and the worker client relationship	83.33%	-
09. Assess their 'goodness of fit' for the social work profession	83.33%	-
SWK1100 - Social Welfare/Comm Agencies	-	-
SWK2010 - HBSE I	-	-
SWK2020 - HBSE II	-	-
SWK2050 - Social Welfare in the U.S.	-	-
WST2000 - Intro Wmn Gndr Studies: SS3	-	-
WST2300 - Women's Sexuality: SS3	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Implement a plan to encourage more participation from CE instructors	100% participations	December 2026	Tracy Williams will connect with CE instructors. They will be invited to the training at the end of each semester.
Map PSY PLSO to ISLO	Ensure connection between the PSLOs and the ISLOs.	December 2026	Adam Zaleski and Tracy Williams and Sam Fletcher

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Surgical Technology

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Begin Assessment on Medical Terminology	Pre and Post Assessment Exam	August 2025 and continue in year one and two	Nadine LaForme	Complete
Begin Assessment on Microbiology	Pre and Post Assessment Exam	August 2025 and continue in year one and two	Nadine LaForme	Complete
Begin Assessment on Pharmacology	Pre and Post Assessment Exam	August 2025 and continue in year one and two	Nadine LaForme	Complete
Begin New Modified Assessment on Sterilization	Pre and Post Assessment Exam	August 2025 and continue in year one and two	Nadine LaForme	Complete
Assessment on CST Exam Prep	Pre and Post Assessment Exam	August 2025 and continue in year one and two	Kim Rhodes	Complete
Assessment on Clinical Rotations	Clinical Documentation	January 2026 and complete	April Johnston	Complete

A. Assessment Activities

Activities to Continue:

1) Medical Terminology, 2) Microbiology, 3) Pharmacology, 4) Sterilization, 5) CST Exam prep

Activities to Modify:

No need to modify as these are new assessments

Activities to Add:

Will add and implement Anatomy & Physiology

B. Participation

The Surgical Technology Program Faculty and Part-Time Instructors have met the goal for Participation at 100%

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Target Achievement Rate	Comments/Clarifications
Surgical Technology	-	-
ISLO	96.84	n/a
ISLO1: Critical Thinking & Problem Solving	95.83	n/a
1a: Interpret, analyze, and assess available evidence, information, and ideas	-	-
1b: Explore implications, inferences, assumptions, and alternate solutions	95.83	n/a

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
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	97.67	n/a
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	97.67	n/a
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	95.83	n/a
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	95.83	n/a
ISLO5: Professionalism	97.01	n/a
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	95.35	n/a

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Target Achievement Rate	Comments/Clarifications
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	100	n/a
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	100	n/a
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	100	n/a
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	Performance Rate (Target = 70%)	Comments/Clarifications
Surgical Technology	-	-
PSLO	-	-
PSLO 01: Provide a quality learning environment to articulate, recall, restate, and demonstrate fundamental surgical technology skills, methods, and processes within the operating room environment.	-	-
PSLO 02: Implement safe practice techniques regarding perioperative routines, patient transportation, positioning and emergency procedures.	-	-
PSLO 03: Demonstrate a safe and professional level of practice in anticipating the intraoperative needs of the surgeon and surgical patient by maintaining a sterile field and integrating principles of surgical asepsis as part of the perioperative experience.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO 04: Perform proficiently and competently as an entry-level surgical technologist in general and surgical specialty procedures in the first scrub role, second scrub role and assistant circulator role.	-	-
PSLO 05: Engage in critical thinking skills and anticipating the intraoperative needs of the surgeon and surgical patient in relation to the use of surgical instrumentation, supplies, and equipment.	-	-
PSLO 06: Correlate the elements, action, and use of medications and anesthetic agents used during the perioperative experience.	-	-
PSLO 07: Relate the fundamental concepts of the basic sciences of anatomy and physiology, microbiology, and pathophysiology to their role as a Surgical Technologist and to principles of safe patient care.	-	-
PSLO 08: Utilize information technology to efficiently and accurately research surgical case studies.	-	-
PSLO 09: Apply effective use of verbal and written communications skills as a member of the surgical team with peers, professionals, and patients.	-	-
PSLO 10: Promote internalizing lifelong learning and professional growth and development.	-	-
PSLO 11: Value the professional attributes of the Surgical Technologist, demonstrating professional responsibility in performance and attitude and personal conduct.	-	-
PSLO 12: Acquire an understanding of the ethical, legal, moral, and medical values related to the patient and the surgical team during the perioperative experience.	-	-
PSLO 13: Respect the physical, psychosocial, and spiritual needs of the surgical patients.	-	-
PSLO 14: Furnish qualified graduates and support the surgical technology manpower needs within the state of Colorado and nationally.	-	-
PSLO 15: Instill the desire and willingness to become involved in The Association of Surgical Technologists and Surgical Assistants (AST/SA), Colorado State Assembly (COSA) and other surgical technology professional organizations.	-	-
PSLO1: Explain the relationship between instrument type and usage	-	-
PSLO1: Explain the relationship between instrument type and usage	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
PSLO2: Match best practices for aseptic techniques to the appropriate sterile principle.	95.83%	n/a
PSLO2: Match best practices for aseptic techniques to the appropriate sterile principle.	45.00%	n/a
PSLO3: Describe the characteristic of the professional surgical technologist	-	-
PSLO3: Describe the characteristic of the professional surgical technologist	-	-
PSLO4: Discuss the relationship between the principles of asepsis and practice of sterile technique and surgical patient care, including developing a surgical conscience.	-	-
PSLO4: Discuss the relationship between the principles of asepsis and practice of sterile technique and surgical patient care, including developing a surgical conscience.	-	-
PSLO5: Completes weekly clinical paperwork	97.67%	n/a
PSLO5: Completes weekly clinical paperwork	100.00%	n/a
PSLO6: Time management and preparedness	97.14%	n/a
PSLO6: Time management and preparedness	100.00%	n/a
PSLO7: Demonstrate proficiency in the content needed for certification (CST EXAM).	82.86%	n/a
PSLO7: Demonstrate proficiency in the content needed for certification (CST EXAM).	-	-
PSLO8: Demonstrate proficiency in the skills needed for certification (FINAL SKILL ASSESSMENT).	-	-
PSLO8: Demonstrate proficiency in the skills needed for certification (FINAL SKILL ASSESSMENT).	-	-
PSLO9: Interpret and analyze pharmacology and anesthesia information.	-	-
PSLO9: Interpret and analyze pharmacology and anesthesia information.	-	-

-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
STE1002 - Intro to Surgical Technology	-	-
STE1003 - Intro to Surgical Tech Lab	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
STE1005 - Pharmacology-Surgical Tech	-	-
STE1011 - Surgical Procedures & Case Mgt	-	-
STE1033 - Surgical Instruments Lab I	-	-
STE1034 - Surgical Instruments Lab II	-	-
STE1051 - Surg Proc & Case Mngmt Lab	-	-
STE2069 - CST Exam Review Course	-	-
STE2081 - ST Clinical Internship I	All 100% results - please clarify	Clinicals is where they work in the field and continue building the skills they learned in class. They are expected to perform the jobs as an employee would and are under the supervision of a professional surgical technologist. They are required to complete a minimum number of cases throughout their clinical and all students have achieved that and more.
01. Observe and report cases not to be included in the required minimum total case count in an observation role.	100.00%	-
02. Perform duties during any given surgical procedure in its entirety by providing sponging, suctioning, cutting sutures, holding retractors, and/or manipulating an endoscopic camera in a second scrub role.	100.00%	-
03. Perform duties during any given surgical procedure in a first-scrub role with proficiency.	100.00%	-
04. Verify supplies and equipment needed for the surgical procedure in a first-scrub role.	100.00%	-
05. Set up the sterile field with instruments, supplies, equipment, medication(s), and solutions needed for the procedure in a first-scrub role.	100.00%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
06. Perform counts with the circulator prior to the procedure, before wound closure begins, and before the final layer is closed in a first-scrub role.	100.00%	-
07. Pass instruments and supplies to the sterile surgical team members during the procedure in a first-scrub role.	100.00%	-
08. Maintain sterile technique as measured by recognized breaks in technique and demonstrate knowledge of how to correct with appropriate technique in a first-scrub role.	100.00%	-
STE2082 - ST Clinical Internship II	-	-
STE2083 - ST Clinical Internship III	-	-
STE2089 - Surgical Technology Capstone	-	-
09. Perform a final practice exam.	68.42%	n/a

-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Medical Terminology Assessment	Pre and Post Assessment Exams	January 2027 and continue in year one and two	TBD
Anatomy and Physiology Assessment	Pre and Post Assessment Exams	August 2026 and continue in year one and two	TBD
Sterilization Assessment	Pre and Post Assessment Exams	January 2027 and continue in year one and two	TBD
Microbiology Assessment	Pre and Post Assessment Exams	January 2027 and continue in year one and two	TBD

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Welding

1. What Did You Do?

Review: Last Year's Action Plan

Action	Goal	Timeline	Participants	Status
Create new rubrics and assessments for WEL 1005, WEL 2024, WEL 2051 and WEL 2051.	These are courses we historically have not assessed. By creating an assessment for these specific courses, we can see where students are at and figure out how to increase student performance in our fabrication classes.	We would like to have these developed for the Fall 2025 semester.	Catlin Davis, John Sinks, Brett Pavlik, James Jones, Randy Arellano, Robert Reed, Cody Hager, Daniel Vinci. Advisory Committee and instructor input	Current achievement rate is 74%, a slight variance from the previous year's 77%

A. Assessment Activities

Activities to Continue:

The 'Guided Bend' assessment remains a key component of our curriculum. The current achievement rate is 74%, a slight variance from the previous year's 77%. This decrease is likely associated with recent faculty turnover, specifically the addition of new full-time and part-time instructors in Fall 2025. To mitigate this, new hires are being mentored by senior faculty to standardize the instruction of AWS methodology.

We also continue to assess student professionalism and conduct. Students were evaluated on safety, attendance, and preparedness—soft skills frequently emphasized during our bi-annual advisory committee meetings. Our target achievement rating is 70%, and we significantly exceeded that this year with a score of 91%. We plan to expand this assessment to all welding classes in the future.

Activities to Modify:

The welding program administers Guided Bend tests in accordance with AWS D1.1 code standards, which represent the minimum competency required for most welding employment. To better prepare graduates for advanced roles, the department plans to administer more challenging tests so students can earn higher-level AWS qualifications beyond the minimum. These could include:

D1.2 aluminum welding certification would be an excellent option because:

- Aluminum welding is a specialized, high-demand skill
- It opens career opportunities in aerospace, marine, transportation, and architectural industries
- It demonstrates versatility beyond steel welding
- The code structure is familiar to D1.1, making it a logical progression

D1.5 Bridge Welding certification would be an excellent choice because:

1. **Specialized Infrastructure Focus** - Bridge construction is a stable, high-demand sector with government funding
2. **Higher Pay Scale** - Bridge welders typically earn premium wages due to specialized skills
3. **Career Pathway** - Opens doors to state DOT projects, major infrastructure firms, and federal contracts
4. **Builds on D1.1** - Students already familiar with structural steel welding can advance logically to bridge-specific requirements
5. **Advisory Committee Appeal** - Infrastructure investment is booming, making this highly relevant to industry partners

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

Activities to Add:

We will increase our focus on the new course introduced in Fall 2024, WEL 1005: NDT Introduction/Visual Testing (VT) Workshop. Developed under our NSF grant, this course requires systematic assessment to support the external evaluation process and ensure grant compliance. Collecting and analyzing course-level assessment data will be a priority this year

B. Participation

Participants-

Faculty

- Elijah Martinez
- John Sinks
- Brett Pavlik
- Daniel Vinci
- Robert Reed
- Cody Hager
- Catlin Davis
- Randy Arellano

Part-time Instructors

- Devin Brady
- Patrick Gallegos
- Levi Espinoza
- Emilio Gonzales
- Dustin Richardson-New Instructor
- Benito Cruz
- Levi Espinoza
- Robert Mino
- John Warren
- Manuel Bojorquesz-New instructor
- Vinny Siffring
- **Jonas Weiss HS @ SW CE**
- **Thomas Joyner HS @ SW CE**
- **Montee Vankerun HS @ SW CE**
- **Randy Lawson Jr. HS @ Fremont CE**

We had 100% faculty participation spring 25' all but one faculty member entered scores in the fall 25' semester. We had 70% participation among 10 part-time instructors in the spring 25' semester and 60% participation in the fall 25' semester. There were four CE Instructors that did not participate. Participation rates have increased with adjunct because faculty have made it goal to help these individuals input scores at the end of each semester.

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

2. What Did You Learn?

2A. Institution-Level (ISLO) Performance

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
Welding	-	-
ISLO	82.89%	-
ISLO1: Critical Thinking & Problem Solving	66.67%	This assessment is used in our WEL 1006 Print Reading course, as the guided-bend assessment is not applicable to this content.
1a: Interpret, analyze, and assess available evidence, information, and ideas	66.67%	-
1b: Explore implications, inferences, assumptions, and alternate solutions	72.22%	-
1c: Construct and defend logical conclusions that are firmly supported by sufficient and relevant evidence	72.22%	-
1d: Formulate creative solutions in consideration of and in response to relevant contexts, opinions, and opposition	55.56%	-
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	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
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	78.42%	-
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	90.41%	-
4d: Select suitable information and materials and apply proper methods in order to accomplish tasks	77.53%	-
ISLO5: Professionalism	91.64%	Professionalism assessment is essential in welding education because technical skill alone doesn't guarantee employment success
5a: Demonstrate personal accountability through time management, preparedness, and honoring commitments	89.63%	Professionalism remains a key area of focus and is frequently highlighted by our Welding Advisory Committee. We now administer this assessment across several welding courses.
5b: Exhibit self-efficacy by growing personally in response to constructive criticism, demonstrating persistence, and utilizing support resources as needed	88.81%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

ISLO	Performance Rate (Target = 70%)	Comments/Clarifications
5c: Practice ethical behavior by demonstrating honesty, trustworthiness, and integrity of work	93.71%	-
5d: Exhibit appropriate conduct and behavior in accordance with disciplinary and/or professional expectations	95.80%	-
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	Performance Rate (Target = 70%)	Comments/Clarifications
Welding Technology	-	-
PSLO	-	-
01. Perform safe and proper welding machine/equipment set-up, weld joint fit-up/configurations, and plate surface preparation.	90.41%	-
02. Adhere to proper rate of travel when performing the OFC-P, SMAW, GMAW, GTAW, and FCAW welding and cutting process.	89.83%	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

PSLO	Performance Rate (Target = 70%)	Comments/Clarifications
03. Demonstrate proper welding and torch angles in regard/relationship to weld joint configuration and plate surfaces.	91.55%	-
04. Demonstrate proper welding arc lengths/electrode extension in relationship to weld joint configuration and plate surfaces.	97.22%	-
05. Accurately create proper size fillet weld in in a manner conforming to the project print.	74.25%	-
06. Perform a guided bend test in accordance with AWS Structural Welding Code D1.1.	74.61%	Slight variance from the previous year's 77%. This decrease is likely associated with recent faculty turnover
07. Professionalism - Attendance: Attends class regularly, arrives on time, and takes responsibility for work.	93.88%	-
08. Professionalism - Preparedness: Prepared for all lab and class activities.	87.76%	-

2C. Course-Level (CSLO) Performance

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
WEL1000 - Safety for Welders	-	-
WEL1001 - Allied Cutting Processes	-	-
WEL1002 - Oxy-fuel Joining Processes	-	-
WEL1003 - Basic Shielded Metal Arc I	-	-
WEL1004 - Basic Shielded Metal Arc II	-	-
WEL1005 - NDT Intro & VT Workshop	-	-
WEL1006 - Blueprint Read-Welders/Fitters	-	-
WEL1010 - Advanced Shielded Metal Arc I	-	-
WEL1024 - Gas Tungsten Arc Welding I	-	-
WEL1025 - Intro-Gas Metal Arc Welding	-	-
WEL1041 - Intro Multi Process Welding	-	-
WEL1042 - Basic Multi Process Welding	-	-
WEL1043 - Inter Multi Process Welding	-	-
WEL1044 - Adv Multi Process Welding	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
WEL1050 - AWS Qualification Testing	-	-
WEL2024 - Gas Tungsten Arc Welding II	-	-
01. Demonstrate proper and safe setup and shut down of GTAW equipment.	91.67%	This activity was designed to assess students in our Advanced Gas Tungsten Arc welding course, WEL 2024. Again, the guided bend does not apply. The course level out comes align with industry standards for aluminum and stainless steel welding applications.
02. Create quality fillet welds on aluminum in the flat position.	83.33%	-
03. Create quality fillet welds on aluminum in the horizontal position.	58.33%	-
04. Create quality fillet welds on aluminum in the vertical position.	50.00%	-
05. Create quality fillet welds on aluminum in the overhead position.	50.00%	-
06. Create quality fillet welds on stainless in the flat position.	83.33%	-
07. Create quality fillet welds on stainless in the horizontal position.	66.67%	-
08. Create quality fillet welds on stainless in the vertical position.	58.33%	-
09. Create quality fillet welds on stainless in the overhead position.	58.33%	-
10. Inspect weldments.	91.67%	-
11. Identify discontinuities.	91.67%	-
12. Create quality fillet welds on T, lap, and outside corner joints. (RECOMMENDED)	83.33%	-
13. Create quality groove welds on square groove butt joints. (RECOMMENDED)	83.33%	-
14. Create quality groove welds on aluminum in all positions. (RECOMMENDED)	66.67%	-
15. Create quality groove welds on stainless in all positions. (RECOMMENDED)	66.67%	-
WEL2025 - Advanced Gas Metal Arc Welding	-	-
WEL2033 - 2G Horizontal Pipe A.P.I.	-	-
WEL2034 - 5G Vertical Down A.P.I.	-	-

**2025 Annual Assessment Report
Pueblo Community College
Attachment 2: Annual Improvement Plans**

CSLO	Performance Rate (Target = 70%)	Comments/Clarifications
WEL2035 - 6G - 45 deg Down A.P.I.	-	-
WEL2039 - 2G Horizontal Pipe A.S.M.E.	-	-
WEL2041 - 5G - Vertical Up A.S.M.E.	-	-
WEL2042 - 6G 45 Uphill Various Size Pipe	-	-
WEL2043 - Testing All Sizes Pipe	-	-
WEL2048 - Pipe Layout	-	-
WEL2050 - Layout and Fabrication	-	-
WEL2051 - Design, Layout and Fabrication	-	-
WEL2063 - Applied Metal Properties	-	-

3. What Will You Do Next?

Action Plan

Action	Goal	Timeline	Participants
Participation rates fell among part-time and CE instructors this cycle. Welding would like to remedy this problem. And achieve 100% participation within this group.	Increase participation rates to 100% by pairing welding faculty with part-time instructors to assist with score input.	To be completed by December 2026	Welding Faculty