



# Laredo College

## Outcomes Assessment Plan/Results

### Radiologic Technology Program

## Summer 2024 – Spring 2025

#### **Laredo College's Mission:**

*Laredo College, a Hispanic Serving Institution, is committed to transforming students' lives through high-quality, innovative, and affordable programs and services. By leveraging emerging technologies and fostering lifelong learning, Laredo College equips students with the knowledge and skills to positively impact local, regional, national and global development.*

#### **Radiologic Technology Program's Mission:**

*The Radiologic Technology Program functions in accordance with the mission statement of Laredo College. We strive to provide an educational experience that will produce competent entry level radiographers capable of addressing the needs of the constantly changing and challenging health care environment.*

#### **Philosophy:**

- Laredo College provides a quality education in the preparation of Radiologic Science professionals to meet the standards and requirements of the profession. The program provides an atmosphere conducive to learning which prepares the students to think critically and be able to integrate knowledge and experience in the academic and clinical disciplines.

#### **RT Program's Goals:**

Goal #1 - Students will be clinically competent.  
Goal #2 - Students will communicate effectively.  
Goal #3 - Students will employ critical thinking skills.  
Goal #4 - Students will evaluate the importance of professionalism.

#### **RT Program's Outcomes:**

1. 80% of the program graduates who take the Registry exam will pass the exam on their first attempt as evidenced by the ARRT exam results.
2. 85% of the graduates who seek employment will find it within 12 months after completing the program.
3. 80% of students who enter the program will complete it within 24 months.
4. 85% of the graduates will evaluate the program as satisfactory as evidenced by the graduate survey.
5. 85% of the employers surveyed will evaluate the graduate's performance as satisfactory as evidenced by the employer survey.
6. 85% of the students will evaluate the radiology program as adequate in teaching course content, textbooks, and curriculum, in all didactic and clinical classes

**Goal # 1: Students will be clinically competent.**

Outcome	Measurement Tool	Benchmark	Timeframe/Responsible Party	Results	Analysis/Action Plan
<b>Students will apply effective radiographic positioning skills.</b>	Goal 1.1 RADR 1360 RADR 1361 RADR- Tool #2  Clinical Random Sampling of 6 competencies. Evaluation Criteria Item # 14: Proper Positioning (all anatomy included, evidence of proper centering, alignment, etc.)	85% of the cohort shall score (YES) on the selected evaluation procedure.	Summer 2024  Faculty  START	RADR 1360- Benchmark Met-100%  12/12 Students 12/12 Students Scored (YES)  RADR 1361- Benchmark Met-100%  12/12 Students 12/12 Students Scored (YES)	RADR 1360 Benchmarks Met RADR 1361 Benchmark Met  <b>Analysis:</b> Performance exceeded the 85% benchmark, demonstrating consistent mastery of positioning across anatomy. Weekly lab practice contributed to uniform outcomes.  <b>Action Plan:</b> Maintain current instructional and lab practice model; continue weekly competency reinforcement and random sampling.
	Goal 1.2 RADR 2401 – Tool #3  Laboratory Simulation (Positioning class) A random sampling of simulations per student.	The cohort shall score an average of 80% on the final grade average.	Spring 2025  End of Semester Evaluation  Faculty	RADR 2401- Benchmark Met-100%  12/12 Students  10/12 Students Scored (A) (90.10-95.93)  2/12 Students Scored (B) (82.30-85.54)	RADR 2401 Benchmark Met  <b>Analysis:</b> All students achieved ≥82%, indicating strong transfer of lab simulation skills to clinical readiness.  <b>Action Plan:</b> Continue simulation-based instruction and expand scenario complexity to maintain rigor.
<b>Students will apply effective patient care and imaging procedures.</b>	Goal 1.3 RADR 1260 RADR 2260 - Tool # 2  Clinical Evaluation Form Critical Thinking Section Items #1-5	The cohort shall score an average of 3 (5-point scale) on the selected evaluation procedure.	Fall 2024  End of Semester Evaluation  Clinical Faculty	RADR 1260- Benchmark Met-100%  12/12 Students 5/12 Students Scored (5) 7/12 Students Scored (4-4.5)  RADR 2260- Benchmark Met-100%  12/12 Students 10/12 Students Scored (5) 2/12 Students Scored (4.83)	RADR 1260 Benchmark Met RADR 2260 Benchmark Met  <b>Analysis:</b> Students consistently demonstrated effective patient care and imaging decision-making. Scores clustered in upper ranges (4-5).  <b>Action Plan:</b> Sustain use of videos, simulations, and upgraded software; monitor for cohort-to-cohort consistency.
	Goal 1. 4 RADR 1260 RADR 2260- Tool # 2  Clinical Evaluation Critical Thinking Section Items #1-5	The cohort shall score an average of 3 (1-Point scale) on the selected evaluation checklist.	Fall 2024  End of Semester Evaluation  Clinical Faculty	RADR 1260- Benchmark Met-  12/12 Students 5/12 Students Scored (5) 7/12 Students Scored (4-4.5)  RADR 2260- Benchmark Met-100%  12/12 Students 10/12 Students Scored (5) 2/12 Students Scored (4.83)	RADR 1260-Benchmark Met RADR 2260-Benchmark Met  <b>Analysis:</b> Benchmark achievement reflects strong integration of communication and critical thinking during patient preparation.  <b>Action Plan:</b> Continue reinforcing patient preparation scenarios in both didactic and clinical settings.
<b>Students will practice radiation protection.</b>	Goal 1. 5 RADR 1260 RADR 2260 - Tool #4  Student Affective Evaluation- Clinical Competency Section Items #1-4	The cohort shall score an average of 2 (1-3-point scale) on the selected evaluation procedure checklist.	Fall 2024  End of Semester Evaluation  Clinical Faculty	RADR 1260- Benchmark Met-100%  12/12 Students 10/12 Students Scored (3) 2/12 Students Scored (2.75)  RADR 2260- Benchmark Met- 100%  12/12 Students 11/12 Students Scored (2.5) 1/12 Students Scored (2.25)	RADR 1260- Benchmark Met RADR 2260- Benchmark Met  <b>Analysis:</b> High compliance with ALARA principles indicates effective reinforcement across curriculum and clinical sites.  <b>Action Plan:</b> Maintain multi-modal instruction (testing, videos, lecture); continue clinical monitoring.

	Goal 1.6 RADR 1261 RADR 2360- Tool #10  Clinical Competency form, Evaluation criteria- Item#7 Provides radiation protection.	85% of the Cohort shall score (YES) Procedure attained on the selected evaluation procedure checklist.	Spring 2025  End of Semester Evaluation  Clinical Faculty	RADR 1261-Benchmark Met-100%  12/12 Students 12/12 Students Scored (YES)  RADR 2360-Benchmark Met-100%  12/12 Students 12/12 Students Scored (YES)	RADR 1261 Benchmark Met RADR 2360 Benchmark Met  <b>Analysis:</b> Universal attainment confirms strong safety culture and consistent clinical supervision.  <b>Action Plan:</b> Budget for additional radiation-safety software to enhance instructional depth.
	Goal 1.7 RADR 1261 RADR 2360- Tool #2  Clinical Evaluation Form Critical Thinking Section Items #1-5	The cohort shall score an average of 3 (5-point scale) on the selected evaluation checklist.	Spring 2025  End of Semester Evaluation  Clinical Faculty	RADR 1261- Benchmark Met-  12/12 Students 5/12 Students Scored (5) 7/12 Students Scored (4-4.5)  RADR 2360- Benchmark Met-100%  12/12 Students 12/12 Students Scored (5)	RADR 1261 Benchmark RADR 2360- Benchmark Met  <b>Analysis:</b> Students demonstrated consistent application of radiation protection principles in decision-making.  <b>Action Plan:</b> Continue current strategies; add higher-level case-based assessments in RADR 1261.
	Goal 1.8 RADR 2313 – Final Grade  Cohort Final Exam Grade Average on Radiation Protection Course	The cohort shall score a final exam grade average of $\geq 75\%$ .	Spring 2025  Final Semester Evaluation  Faculty	RADR 2313-Benchmark Met-100%  Scored $\geq 75\%$ .  12/12 Students 12/12 Students Scored (A) (90.41-99.4)	RADR 2313- Benchmark Met  <b>Analysis:</b> Outcomes significantly exceeded benchmark, reflecting strong course alignment with registry objectives.  <b>Action Plan:</b> Maintain course design; expand registry-style testing resources.

#### Goal # 2: Students will communicate effectively.

Outcome	Measurement Tool	Benchmark	Timeframe/Responsible Party	Results	Analysis/Action Plan
Students will employ effective oral communication skills.	Goal 2. 1 RADR 1260 RADR 2260- Tool # 4  Student Affective Clinical Evaluation- Communication Section Items# 1-3	The cohort shall score an average of 2 (1-3-point scale) on the selected evaluation procedure checklist.	Fall 2024  End of Semester Evaluation  Clinical Faculty	RADR 1260-Benchmark Met-100%  12/12 Students 9/12 Students Scored (3) 3/12 Students Scored (2.8)  RADR 2260- Benchmark Met-100%  11/12 Students 11/12 Students Scored (3) 1/12 Students Scored (2.8)	RADR 1260- Benchmark Met RADR 2260- Benchmarks Met  <b>Analysis:</b> Clinical affective scores demonstrate effective patient interaction and teamwork.  <b>Action Plan:</b> Continue written/oral assignments and clinical mentoring.
	Goal 2. 2 RADR 1261 RADR 2360- Tool # 2  Clinical Evaluation form, Communication Section Items#1-3	The cohort shall score an average of 4 (5-point scale) on the selected evaluation checklist.	Spring 2025  End of Semester Evaluation  Clinical Faculty	RADR 1261 - Benchmark Met-  12/12 Students 12/12 Students Scored (4-4.67)  RADR 2360 - Benchmark Met-100%  12/12 Students 12/12 Students Scored (5)	RADR 1261 Benchmark RADR 2360 Benchmark Met  <b>Analysis:</b> Scores $\geq 4/5$ confirm improved professional communication as students advance.  <b>Action Plan:</b> Maintain simulated communication sessions and professionalism emphasis.

	<p>Goal 2.3 RADR 1261 RADR 2360- Tool # 10</p> <p>Clinical Competency form Evaluation Criteria Item #5 Patient Preparation Question: Explains the examination.</p>	<p>85% of the Cohort shall score (YES) Procedure attained on the selected evaluation procedure checklist.</p>	<p>Spring 2025 End of Semester Evaluation Clinical Faculty</p>	<p>RADR 1260-Benchmark Met-100% 12/12 Students 12/12 Students Scored (YES) RADR 2360- Benchmark Met-100% 12/12 Students 12/12 Students Scored (YES)</p>	<p>RADR 1261- Benchmark Met, RADR 2360- Benchmark Met,  <b>Analysis:</b> All students effectively explained procedures, reflecting strong patient-centered communication.  <b>Action Plan:</b> Increase real-time patient preparation opportunities at clinical sites.</p>
	<p>Goal 2.4 RADR 2217- Tool # 3</p> <p>Oral Communication Rubric Presentation on Pathology.</p>	<p>The cohort shall score an average of 3 (4-point scale)</p>	<p>Spring 2025 Final Semester Evaluation Faculty</p>	<p>RADR 2217-Benchmark Not Met -83% Avg of 3 10/12 Students 1/12 Scored (4) 9/12 Scored (3.4-3.9)  Below Avg of 3 2/12 Students 2/12 Students Scored (2.5-2.6)</p>	<p>RADR 2217- Benchmark Not Met-  <b>Analysis:</b> While most students met expectations, two students scored below the average of 3, indicating variability in formal oral presentation skills.  <b>Action Plan:</b> Implement structured presentation coaching, add public-speaking software, and incorporate graded practice presentations earlier in the curriculum.</p>
	<p>Goal 2.5 RADR 1261 RADR 2360- Tool # 10</p> <p>Clinical Competency form, Evaluation Criteria Item #12 Important Details Question. Properly completes the examination, paperwork</p>	<p>85% of the Cohort shall score (YES) Procedure attained on selected evaluation procedure checklist.</p>	<p>Spring 2025 End of Semester Evaluation Clinical Faculty</p>	<p>RADR 1261-Benchmark Met-100% 12/12 Students 12/12 Students Scored (YES) RADR 2360-Benchmark Met-100% 12/12 Students 12/12 Students Scored (YES)</p>	<p>RADR 1261 Benchmark Met RADR 2360 Benchmarks Met-  <b>Analysis:</b> Accurate completion of exams and paperwork indicates readiness for clinical documentation standards.  <b>Action Plan:</b> Continue reinforcing requisition and documentation accuracy in all clinical courses.</p>

**Goal # 3: Students will use critical thinking skills.**

Outcome	Measurement Tool	Benchmark	Timeframe/Responsible Party	Results	Analysis/Action Plan
Students will demonstrate critical thinking while in the clinical setting	<p>Goal 3.1 RADR 1261 RADR 2360- Tool # 2</p> <p>Clinical Evaluation form Critical Thinking Section Items#1-6</p>	<p>The cohort shall score an average of 4 (1-5-point scale) on the selected evaluation checklist.</p>	<p>Spring 2025 End of Semester Evaluation Clinical Faculty</p>	<p>RADR 1261- Benchmark Met- 12/12Students 5/12 Students Scored (5) 7/12 Students Scored (4-4.5)  RADR 2360- Benchmark Met-100% 12/12 Students 12/12 Students Scored (5)</p>	<p>RADR 1261- Benchmark Met RADR 2360- Benchmark Met- <b>Analysis:</b> Students consistently applied clinical judgment; advanced cohort achieved uniformly high scores.  <b>Action Plan:</b> Add targeted critical-thinking modules in RADR 1261.</p>
Students will manipulate and employ effective radiographic technical factors.	<p>Goal 3.2 RADR 1260 RADR 2260- Tool # 10</p> <p>85% of the Cohort shall score (YES) Evaluation Criteria Item #9 Sets the proper technical factors0</p>	<p>85% of the Cohort shall score (YES) Sets the proper technical factors.</p>	<p>Fall 2024 End of Semester Evaluation Clinical Faculty</p>	<p>RADR 1260- Benchmark Met-92% 11/12 Students 11/12 Students Scored (Yes) 1/12 Students Scored (No)  RADR 2260-Benchmark Met-100% 12/12 Students 12/12 Students Scored (YES)</p>	<p>RADR 1260- Benchmark Met RADR 2260- Benchmark Met  <b>Analysis:</b> One student fell below benchmark in RADR 1260, indicating early-program variability.  <b>Action Plan:</b> Increase early lab remediation and expand manual technique exercises.</p>

<b>Students will manipulate effective technical factors for all routine examinations.</b>	Goal 3. 3 RADR 1260 RADR 2260- Tool # 4  Student Radiographer Affective Clinical Skills Clinical Competency Section Items#1-4	The cohort shall score an average of 2 (1-3-point scale) on the selected evaluation procedure checklist.	Fall 2024  End of Semester Evaluation  Clinical Faculty	RADR 1260- Benchmark Met-100%  12/12 Students 10/12 Students Scored (3) 2/12 Students Scored (2.75)  RADR 2260- Benchmark Met- 100%  12/12 Students 11/12 Students Scored (2.5) 1/11 Students Scored (2.25)	RADR 1260 Benchmark Met RADR 2260- Benchmark Met  <b>Analysis:</b> Students demonstrated appropriate adaptation of technique based on patient/pathology.  <b>Action Plan:</b> Continue simulation-based instruction; enhance exposure-reduction modules.
	Goal 3. 4 RADR 2431- Positioning Lab Facial Bones- Tool #3  Communication/Critical Thinking Rubric	The cohort shall score an average of 3 (4-point scale)	Fall 2024  End of Semester Evaluation  Faculty	RADR 1311-Benchmark Met- 100%  12/12 Students 12/12 Students Scored (3.3-4)	RADR 2431- Benchmark Met  Radiography students performed and analyzed special topic radiographic procedure exam assignments.  <b>Analysis:</b> Performance reflects strong synthesis of positioning and critical analysis skills.  <b>Action Plan:</b> Maintain written/oral presentation requirement; add advanced trauma scenarios.
<b>Students will employ patient positioning skills and critique radiographs for immobilized/trauma patients.</b>	Goal 3. 5 RADR 2431- Tool # 3  RADR 2431- Advanced Radiographic Procedures Lab	Cohort shall score ≥80% final course grade.	Spring 2025  End of Semester Evaluation  Clinical Faculty	RADR 2401- Benchmark Met-100%  12/12 Students 12/12 Students Scored A (89.74-99.02)	RADR 2401- Benchmark Met  <b>Analysis:</b> All students achieved ≥80%, indicating strong preparedness for ARRT expectations.  <b>Action Plan:</b> Continue critique-based instruction and registry alignment.
	Goal 3. 6 RADR 1260 RADR 2260- Tool # 10  Clinical competency form, Important Details Question- Proper positioning Evaluation Criteria Item #14	85% of the Cohort shall score (YES) Procedure attained on the selected evaluation procedure checklist.	Fall 2024  End of Semester Evaluation  Clinical Faculty	RADR 1260-Benchmark Met-92%  11/12 Students 11/12 Students Scored (YES) 1/12 Students Scored (NO)  RADR 2260- Benchmark Met-100%  12/12 Students 12/12 Students Scored (YES)	RADR 1260 Benchmark Met RADR 2260 Benchmark Met  <b>Analysis:</b> One student required remediation, suggesting need for early intervention.  <b>Action Plan:</b> Implement earlier competency checks and targeted remediation plans.

#### Goal # 4: Students will evaluate the importance of professionalism.

Outcome	Measurement Tool	Benchmark	Timeframe/Responsible Party	Results	Analysis/Action Plan
<b>Students will determine the importance of continued professional development clinical sites.</b>	Goal 4. 1 RADR 1261 RADR 2360- Tool # 12  Clinical Evaluation Form Ethical and Professional Behavior Section Items#1-3	The cohort shall score an average of 4 (1-5-point scale) on the selected evaluation checklist.	Spring 2025  End of Semester Evaluation  Clinical Faculty	RADR 1261- Benchmark Met-  12/12 Students 3/12 Students Scored (5) 9/12 Students Scored (4-4.67)  RADR 2360-Benchmark Met-100%  12/12 Students 12/12 Students Scored (5)	RADR 1261 Benchmark Met RADR 2360- Benchmark Met  <b>Analysis:</b> Students demonstrated professionalism consistent with employer expectations.  <b>Action Plan:</b> Continue ethics integration and clinical reinforcement.

<b>Students will exhibit professional behaviors.</b>	<p>Goal 4. 2 RADR 1261 RADR 2360- Tool #4</p> <p>Student Affective Clinical Skills Ethical and Professional Behavior Section Items #1-8</p>	<p>The cohort shall score an average of 2 (1-3-point scale) on the selected evaluation procedure checklist.</p>	<p>Spring 2025 End of Semester Evaluation Clinical Faculty</p>	<p>RADR 1261- Benchmark Met-100% 12/12 Students 6/12 Students Scored (3) 6/12 Students Scored (2.38-2.88)</p> <p>RADR 2360- Benchmark Met-100% 12/12 Students 11/12 Students Scored (3) 1/12 Students Scored (2.88)</p>	<p>RADR 1261- Benchmark Met RADR 2360- Benchmarks Met</p> <p><b>Analysis:</b> Scores indicate consistent professional behavior across clinical settings.</p> <p><b>Action Plan:</b> Maintain professionalism instruction across all courses.</p>
	<p>Goal 4. 3 RADR 2360- Tool # 10</p> <p>Clinical Competency form Evaluation Criteria Item#13 Instills confidence in the patient</p>	<p>85% of the Cohort shall score (YES) 85% Procedure attained on the selected evaluation procedure checklist.</p>	<p>Spring 2025 Final Semester Evaluation Clinical Faculty</p>	<p>RADR 2360- Benchmark Met- 100% 12/12 Students 12/12 Students Scored (YES)</p>	<p>RADR 2360 Benchmark Met</p> <p><b>Analysis:</b> Students consistently demonstrated confidence-building behaviors with patients.</p> <p><b>Action Plan:</b> Continue mentoring and role-modeling at clinical sites.</p>

Program Effectiveness Measures					
Outcome	Measurement Tool	Benchmark	Timeframe/Responsible Party	Results	Analysis/Action Plan
Students will pass the ARRT national certification on the 1 <sup>st</sup> attempt.	ARRT 1 <sup>st</sup> Time Pass Rates	80%	Spring 2025 Graduates	Benchmark Not Met – 8/12 Students- Passed	<p>The program reinforced teaching registry-based thematic in all of the coursework by implementing more computer-based testing and reviewing all of the registry board exam objectives.</p> <p><b>Analysis:</b> Pass rate fell below benchmark, indicating need for enhanced registry preparation.</p> <p><b>Action Plan:</b> Expand registry review software, increase structured review sessions, and continue daily IPASS tutoring.</p>
Of those pursuing employment, students will be gainfully employed within 6 months post-graduation.	Graduate Satisfaction Survey (Question 18)	85%	Spring 2025 Graduates	Benchmark Met- 91%	<p><b>Analysis:</b> Employer feedback confirms graduates are employable and competent.</p> <p><b>Action Plan:</b> Continue resume, interview, and professional development instruction.</p>
Students will complete the program within (24) months.	Retention Rate	80%	Summer 2024 – Spring 2025 Graduates  Program Director Clinical Coordinator	Benchmark Met- 100%  12 of 12 students graduated	<p><b>Analysis:</b> Strong retention reflects effective student support and advising.</p> <p><b>Action Plan:</b> Continue early orientation and academic support strategies.</p>
Students will be satisfied with their education.	Graduate Survey (Question 3)	85%	Spring 2025  Graduates Program Director	Benchmark Met- Yes	<p><b>Analysis:</b> Survey feedback indicates satisfaction with instruction and resources.</p> <p><b>Action Plan:</b> Continue expanding computer-based and registry-aligned instruction.</p>
Employers will be satisfied with the graduate's performance	Employer Survey (Question 11)	85%	Spring 2025  Graduates Program Director Clinical Coordinator	Benchmark Met- Yes	<p><b>Analysis:</b> Employers report strong entry-level competence and professionalism.</p> <p><b>Action Plan:</b> Maintain competency-based curriculum and employer engagement.</p>