

**Radiation Therapy Program
Outcomes Assessment Plan 2021- 2024**

Mission: Our mission is to provide academic, clinical and professional education of exceptional value to students, and to graduate radiation therapy students with the technical abilities, as well as the cognitive, critical and analytical thinking skills desired by employers such that graduates are prepared to serve at entry level and advance to leadership positions.

Core Goals:

- 1. Facilitate Clinical Competence**
- 2. Foster and develop critical, analytical, and problem-solving skills**
- 3. Foster and develop oral and written communication skills**
- 4. Instill ideals supportive of professional growth and development**
- 5. Maintain an optimal teaching and learning environment**
- 6. Employ admissions processes with the greatest potential for academic success and program completion**
- 7. Facilitate professional practice preparedness as perceived by graduates and employers**
- 8. Demonstrate acceptable national registry examination pass rates and show favorable job placement**

1. Clinical Competence	(3) Student Learning Outcomes/ Benchmark(s)	Measurement Tool(s)	Frequency/responsible group
<ul style="list-style-type: none"> • Technical skills • Cognition • Theory application <p>JRCERT 2021 STANDARDS</p> <p>4 objective 2 (4.2)</p> <p>Curriculum and Academic Policies; The program provides a well-structured curriculum that prepares</p>	<p>1. Students will demonstrate technical knowledge and skill commiserate with level of education such as: timely completion of procedures, record keeping, verification of parameters before procedures, manipulation of devices and aids</p> <p>3.2/4.0 Year 1 (Clinical Phases I-II) 3.5/4.0 Year 2 (Clinical Phases III-IV)</p>	<p>Clinical performance evaluations; Psychomotor domain section questions #2, 4, 7, 8</p>	<p>Clinical staff of affiliated sites score students each semester. Clinical coordinator tracks and records average scores for the cohort</p>

<p>students to practice in the professional discipline</p> <p>6</p> <p>Programmatic effectiveness and assessment using data for sustained improvement</p> <p>USF Strategic Plan 2019</p> <p>Obj. 2 Goal 1</p> <p>Enhance the reputation and awareness of USF as a leading Catholic, Franciscan university with excellent student educational outcomes to increase the size of the student population</p> <p>Promote a broad portfolio of specialized accreditations validating program quality by external, nationally-recognized accrediting agencies-thereby increasing undergraduate and graduate applications</p>	<p>2. Students will demonstrate cognitive abilities in the clinical setting, appropriate to level of education such as: application of theory to clinical activities, verbal expression of thought processes when making decisions, appropriate use and operation of equipment</p> <p>3.2/4.0 Year 1 3.5/4.0 Year 2</p>	<p>Clinical performance evaluations; Cognitive domain section, questions #1,4,6</p>	<p>Clinical staff of affiliated sites score students each semester. Clinical coordinator tracks and records average scores for the cohort</p>
	<p>3. Students will integrate and apply theories and principles to “Phase IV” Physics Rotation clinical assignments that require comparison and contrast of treatment plans for specific anatomic areas.</p> <p>3.0/4.0</p>	<p>Phase IV Physics Rotation clinical objectives</p>	<p>Radiation oncology physicists or dosimetrists verifies completion of all assigned treatment plans during the 4th Semester.</p> <p>Physics or dosimetry staff will score level of theory application using 4-point scale.</p>

2. Critical Thinking	(3) Student Learning Outcomes/	<i>Measurement Tool(s)</i>	<i>Frequency/responsible group</i>

<ul style="list-style-type: none"> Foster and develop critical, analytical and problem solving skills <p>JRCERT STANDARDS</p> <p>4 & 6</p> <p>USF Strategic Plan Obj. 2 Goal 1</p>	<p>Benchmarks</p> <p>1. Students will show progressive, relative proficiency in describing the rationale for therapy planning during simulation procedure journaling</p> <p>3.0/4.0 Year 1 3.4/4.0 Year 2</p>	<p>Simulation journal entries</p>	<p>Clinical coordinator uses 4 point scoring rubric to score the rationale section of simulation journals each semester, then documents scores in the cohort's critical thinking grid</p>
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	<p>2. Students will show progressive, relative proficiency in describing rationale for treatment delivery strategies during written case study assignments</p> <p>2.5/4.0 Year 1 3.0/4.0 Year 2</p>	Case studies	Clinical coordinator uses 4 point scoring rubric to score the rationale section of case studies each semester, then documents scores in the cohort's critical thinking grid

	<p>3. Students will show progressive, relative proficiency in describing appropriate treatment planning procedures during oral examination</p> <p>Sim Procedures II 2.0/4.0 accuracy 2.7/4.0 critical thinking skill</p> <p>Sim Procedures III 3.0/4.0 accuracy 3.0/4.0 critical thinking skill</p>	<p>Oral examination for Sim. Procedures II and III</p> <p>Accuracy of description scored using 4 point scale</p> <p>4 point scale rubric for assessment of critical thinking skills used during oral exam</p>	<p>Course instructor for Sim Procedures II and III; end of corresponding semester</p>
3. Communication Skills	(4) Student Learning Outcomes/ Benchmarks	Measurement Tool(s)	Frequency/responsible group
<ul style="list-style-type: none"> Foster and develop oral and written communication skills <p>JRCERT STANDARDS</p> <p>4</p> <p>6 objective 1 (6.1) Documents the following program effectiveness data: Five-year average credentialing examination pass rate of not less than 75 percent at first attempt within six months of graduation, five-year average job</p>	<p>1. Students will orally present with progressive, relative proficiency in content, organization and delivery</p> <p>3.0/4.0 Year 1 3.5/4.0 Year 2</p>	<p>Student oral presentation scoring rubric; oral presentation section- Principle and Practices I (year 1), Health Services II (year 2)</p>	<p>Course instructors use the oral presentation 4-point scoring rubric and document on grade sheets.</p>
	<p>2. Students will successfully conduct written research on topics related to radiation therapy with</p>	<p>Student written presentation scoring rubric; Senior seminar course, essay/research assignment</p>	<p>Final semester/course instructor</p>

<p>placement rate of not less than 75 percent within twelve months of graduation, program completion rate, graduate satisfaction, and employer satisfaction.</p> <p>USF Strategic Plan Obj. 2 Goal 1</p>	<p>appropriate content, organization, and use of reference materials</p> <p>3.0/4.0</p>		
	<p>3. Students will demonstrate effective communication skills with patients, peers and patient care team in clinical settings</p> <p>3.5/4.0 Year 1 3.7/4.0 Year 2</p>	<p>Clinical performance evaluation; affective domain</p>	<p>Clinical staff at affiliated sites score each student, each semester. Clinical coordinator tracks and records scores</p>
	<p>4. Graduates will demonstrate effective communication skills with patients, peers and patient care team</p> <p>3.0/4.0</p>	<p>Employer survey; question #12</p>	<p>Employers are surveyed 12 months after graduation. Results are compiled by USF Institutional Research (IR) and shared with program director</p>
<p>4. Professionalism</p>	<p>(2) Student Learning Outcomes/ Benchmarks</p>	<p>Measurement Tool(s)</p>	<p>Frequency/responsible group</p>
<p>• Instill ideals supportive of professional growth and development</p> <p>JRCERT STANDARDS</p>	<p>1. Students will successfully prepare and display campaign for career promotion and patient advocacy.</p> <p>3.5/4.0</p>	<p>National Radiologic Technologist Week promotion and patient advocacy assignment; Senior seminar course career promotion assignment evaluation rubric</p>	<p>Clinical staff, clinical coordinator and program director evaluate student performance on campaign. Evaluation rubric used measures accuracy of content, level of comprehension, visual display and appearance, creativity and relevance to the</p>

<p>4 & 6</p> <p>USF Strategic Plan Obj. 2 Goal 1</p>			<p>theme.</p>
	<p>2. Graduates will demonstrate professional characteristics in the workplace including professionalism and adherence to the profession's ethical code</p> <p>3.0/4.0</p>	<p>Employer surveys; question #8,11</p>	<p>Employers are surveyed at minimum twelve months after graduation. Results are compiled by USF Institutional Research (IR) and shared with program director</p>
<p>5. Maintain an Optimal Teaching and Learning</p>	<p>(4) Program effectiveness Outcomes/ Benchmarks</p>	<p>Measurement Tool(s)</p>	<p>Frequency/responsible group</p>

<p>Environment</p> <p>JRCERT STANDARDS</p> <p>3 objective 1 (3.1) Provide an adequate number of faculty to meet all educational, program, administrative, and accreditation requirements</p> <p>4 objective 4 (4.4) The program provides timely, equitable, and educationally valid clinical experiences for all students</p> <p>4 objective 8 (4.8) The program provides timely and supportive academic and clinical advisement to students enrolled in the program</p> <p>USF Strategic Plan Obj. 2 Goal 1</p>	<p>1. Students will assess and show satisfaction with the overall quality of instruction in online and traditional delivery formats</p> <p>3.5/5.0</p>	<p>Course evaluation forms</p>	<p>Students complete course evaluations at the end of each semester. Results are compiled and forwarded to course instructors. Results are averaged across all instructors by program director</p>
	<p>2. Students will evaluate and show satisfaction with the overall quality of clinical education</p> <p>3.5/4.0</p>	<p>Clinical rotation evaluation forms</p>	<p>Following each rotation, students are asked to complete clinical site evaluations. Results are compiled by the clinical coordinator and distributed to clinical supervisors</p>
	<p>3. Students will assess received advice, mentoring and counseling provided by clinical supervisors</p> <p>3.5/4.0</p>	<p>Clinical rotation evaluation forms; clinical supervisor section only</p>	<p>Following each rotation, clinical coordinator collects clinical site evaluations from students and reports ratings in the 'clinical supervisors' section.</p>

	<p>4. Graduates will communicate satisfaction with the quality of education by being willing to recommend program to others</p> <p>90%/100</p> <p>4a. Graduates will communicate satisfaction with the quality of education as appropriate instruction and support by all staff, and clinical rotations with sufficient number of procedures and variety of procedures.</p> <p>4.0/5.0</p>	<p>Exit survey; question related</p> <p>4a. Exit survey Questions # 5, 6, 7, 8, 15 only</p>	<p>Program director instructs students to complete exit survey via "Survey Monkey." University institutional research department representative pulls results and forwards to program director.</p>
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6. Program Completion and Retention	(2) Program effectiveness Outcomes/ Benchmarks	Measurement Tool(s)	Frequency/responsible group
<ul style="list-style-type: none"> Employ admissions processes with the greatest potential for academic success and program completion <p>JRCERT STANDARD</p> <p>4 objective 6 (4.6) Assures an appropriate relationship between program length and the subject matter taught for the terminal award offered</p> <p>USF Strategic Plan Obj. 1 Goal 4</p>	1. Students will successfully complete all program requirements within 150% of program length (1 year post grad. date) 80%	Cohort report cards	Program director tracks number of students beginning in cohort against number of graduates as far out as 1 year beyond expected graduation date
	2. Students will successfully complete all courses above minimum admissions academic standard GPA \geq 2.7	Student transcripts & cohort report cards	Course instructors submit student final grades at the end of each semester. GPA for all students per cohort imported to cohort report card for cohort final GPA

<p>Leverage our Catholic heritage and Franciscan identity (of values-oriented institutional culture) to create an intentionally diverse and welcoming community- so that our students lead, succeed, and graduate in order to positively contribute to their communities</p> <p>Maintain a persistence and completion rate higher than our peer institutions in each of our student populations and or specific vulnerable populations</p> <p>USF Strategic Plan Obj. 3 Goal 3</p> <p>Increase the quality of USF's academic and co-curricular programs- so that graduates of USF are prepared to contribute to the world through service and leadership</p> <p>Provide high-quality academic programs and develop co-curricular</p>			
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and experiential learning opportunities that prepare graduates to contribute to the world through service and leadership			
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7. Professional Practice Preparedness	(4) Program effectiveness Outcomes/ Benchmarks	Measurement Tool(s)	Frequency/responsible group
<p>Facilitate professional Practice Preparedness as perceived by graduates and employers</p> <ul style="list-style-type: none"> a. clinical skill b. ethical practices c. continued development d. adaptability <p>JRCERT STANDARD</p> <p>4 objective 2 (4.2) Provides well-structured, competency-based curriculum that prepares students to practice in the professional discipline</p>	<p>1. Students will demonstrate technical and clinical skills required with minimal supervision in the final semester in the areas of equipment operations, simulation and delivery procedures, and patient care</p> <p>3.3/4.0</p>	<p>Phase IV Clinical objectives</p>	<p>Clinical staff will score students using the Phase IV Clinical objectives. Coordinator collects and calculates scores for each student and averages for the cohort.</p>
	<p>2. Graduates will express overall satisfaction with the program</p> <p>4.0/5.0</p> <p>2a. Graduate will express satisfaction with program by appropriate instruction and support from all staff, clinical rotations with sufficient number of procedures and variety, and job readiness.</p> <p>4.0/5.0</p>	<p>Graduate survey</p> <p>2a. Graduate survey Questions # 5,9,10,11,15 only</p>	<p>USF Institutional Research (IR) administers graduate surveys to graduates one year post graduation via Survey Monkey. Data is collected and compiled by IR and reported to program director.</p>
	<p>3. Senior students will accurately describe the benefits of professional organization membership, licensure, certification and scholarly activity</p> <p>90%/100</p>	<p>Senior seminar quiz</p>	<p>Course instructor submits grades on senior seminar quiz; scores are averaged for the cohort</p>
	<p>4. Employers will express overall</p>	<p>Employer survey</p>	<p>Annual/ electronic surveys</p>

	satisfaction with graduates 3.0/4.0		sent by USF Institutional Research (IR) minimum 12 months post-graduation
8. Certification and Employment	(4) Program effectiveness Outcomes/ Benchmarks	Measurement Tool(s)	Frequency/responsible group
JRCERT STANDARDS 4 & 6 USF Strategic Plan Obj. 3 Goal 3	1. Students will adequately apply all radiation therapy principles for successful performance on comprehensive examinations 68%/100 unannounced exams 75%/100 announced exams	Registry review course grade book	Course instructor documents percentage scores per examination and averages scores for the cohort. Post-exam scores are used by the course instructor to guide content review

	<p>2. Graduates will successfully pass the ARRT examination on the first attempt within six months of graduation</p> <p>80%</p>	ARRT report	Program director gleans examination results from the American Registry reports
	<p>3. Graduates will perform above the national and state means on the ARRT examination</p> <p>Within 3% of state and national means</p>	ARRT report	Annual/program director
	<p>4. Graduates will obtain employment within six months of graduation</p> <p>75%</p>	Exit survey, post-graduation student reports, and Graduate survey	Program director records status of employment as reported by students on exit survey, during post-graduate encounters, and graduate surveys