**Bachelor of Science in Radiation Therapy**

**Grand Valley State University B.S. R.T. Program**

Mission of the University, College of Health Professions, and Radiation Therapy Program

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| University | College of Health Professions | Radiation Therapy Program |
| **Mission** | | |
| Grand Valley State University educates students to shape their lives, their professions and their societies. The university contributes to the enrichment of society through excellent teaching, active scholarship and public service. | The mission of the College of Health Professions is to prepare reflective professionals with the foundation necessary to serve and guide healthcare. | The Radiation Therapy Program mission is to provide competent, entry level Radiation Therapists who shape their profession, society, and lives.  Upon completion of the program graduates will be able to:   1. Demonstrate clinical competence 2. Develop critical thinking and problem solving skills 3. Communicate effectively to patients and healthcare professionals 4. Demonstrate professional behavior in clinical areas and the profession |

**Radiation Therapy Program Assessment Plan for Outcomes Evaluation for July 1, 2014-June 30, 2015**

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| Program Effectiveness Measure | Benchmark | Data Collection and Analysis | | | |
| Tool | Time Frame | | Results |
| Data Collection | Person Responsible |
| Annual program completion rate | 95% program cohort completion | program enrollment lists | Annually | Radiation Therapy Program Director & Clinical Coordinator | Class of 2015 n=17 (100%) |
| ARRT Certification Board examination pass rate | Five year average of 95% of graduates pass ARRT examination in Radiation Therapy on first attempt | ARRT reports and graduate follow up survey | Annually post-graduation | Radiation Therapy Program Director | Class of 2015 n=17 15/17=88% Benchmark not met; suggest to adjust to 90%. The lowest score was in Rad. Protection & QA. We have made recent curriculum changes that we hope will correct for this. Students traditionally had 18cr in their last semester, now it’s 16cr. We will re-evaluate for the 2016 class. |
| Job placement rate | Five year average of 80% or greater of graduates actively seeking employment are employed in radiation sciences OR enrolled in graduate or advanced professional school within 12 months of graduation | Graduate follow up survey | Annually post-graduation | Radiation Therapy Program Director & Clinical Coordinator | Class of 2014 n=18 15/18=83.33%. Benchmark met. Five year average for 2010-2014 is 85.88% |
| Graduate satisfaction | 95% of graduates indicate 4 or higher (out of 5 points) on satisfaction measures. | Graduate follow up survey (Survey Items-Overall quality of education received; Overall quality of clinical education) | Annually  post- graduation | Radiation Therapy Program Director | (Class of 2014) n=9; 1 skipped the question, 7 rated program a 5 (Excellent), 1 rated program a 4 (Very Good), and 1 rated program a 3 (Good). 8/9=93.3%. Benchmark not met. Program faculty will continue to urge students to complete surveys hopefully yielding a higher response rate. While the return rate has been significantly higher than in recent years (10/18=55.6%) which is a step in the right direction. |
| Employer satisfaction | 95% of employers rank graduates above average in clinical skills, professional engagement, and interpersonal relationships | employer follow up survey | Annually  post- graduation | Radiation Therapy Program Director | (Class of 2014) n=10; 10/10=100% Benchmark met. We plan to keep the benchmark at 95% |

Evaluation of Overall Program Effectiveness Plan

**Assessment of Program Goals and Outcomes Plan**

Goal #1 The student will demonstrate clinical competence

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| Intended Outcome | Benchmark | Data Collection and Analysis | | | | Results and Action Plan |
| Tool | Time Frame | | Person Responsible |
| Data Collection | Analysis |
| Students will demonstrate correct positioning of patients for treatment | 100% of students will score “Fair” or better (Scale poor, fair, good or excellent) on first clinical evaluation; | Clinical evaluation Application of knowledge question  Graduate employer survey question | 2nd semester (after 1st clinical evaluation) | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (Class of 2016) n=17, 100% met this benchmark. Will continue to monitor this class as they progress. |
| 90% of students will score “good” or “excellent” on final evaluation | 5th semester (after last clinical evaluation) | (Class 2015) n=17, 15/17=88%; benchmark not met. One student who scored below the benchmark struggled both academically and clinically and had been counseled. After speaking with the other student who scored below the benchmark, we believe the 2 areas that were scored below the benchmark were due to personality conflicts and not clinical competence. Plan to keep the benchmark at 90% and reevaluate with the 2016 class. |
| 100% of returned surveys will score graduate as “excellent” on  employer graduate surveys (5 of 5) | After receipt of graduate employer survey | (Class of 2014 n=5; 5/5=100%. Suggest to keep benchmark at 100%. Will re-evaluate with 2015 class. |
| 100% of students will score 4.0 (likert scale 1-5) for patient position on successful lab competency forms. | Principles and Practices laboratory rubric questions 1.1, 1.2 & 1.3 | RIT 331 end of 1st  semester | End of Fall semester  During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (Class of 2016) n=17, average was 4.7. Benchmark met. The program will reevaluate with Class of 2017 to determine if benchmark should be adjusted |
| RIT 333 2nd  semester | (class of 2016) n=17, Average was 5. Benchmark met. The program will reevaluate with Class of 2017 to determine if benchmark should be adjusted |
| Students will compare images properly to complete the IGRT procedure during treatment | 100% of students will have complete IGRT competencies from >2 different techniques | Clinical competency form | 2nd through 5th semester | Prior to graduation | Radiation Therapy Program Director & Clinical Coordinator | Class of 2015, n=17; 17/17=100%. This class is the first class the program made this a requirement. Suggest to keep benchmark at 100%. The program will re-evaluate with 2016 class. |
| Students will evaluate accuracy of treatment | 100% of students will score 3.0 (likert scale 1-5) for treatment accuracy on successful lab competency form for RIT 331 | Principles and Practices laboratory rubric question 3.1 | RIT 331 end of 1st  semester | End of Fall semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘16) n=17,  Average was 4.4, benchmark met. Suggest moving benchmark up to 4.0 |
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| 100% of students will score 4.0 for RIT 333 competencies | RIT 333 2nd  semester | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘16) n=17,  Average was 4.65 meets benchmark, suggest new benchmark of 4.5 |
| Student will illustrate correct simulation of a variety of patients | 100% of students will score “Fair” or better (Scale poor, fair, good or excellent) on second clinical evaluation. | Clinical evaluation section “adaptability” | 3rd semester (after 2nd clinical evaluation) | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘16) n=17, 100% of students met benchmark. Suggest to keep the benchmark. The program we reevaluate with class of 2017. |
| 100% of students will score “good” or “excellent” on final evaluation | 5th semester (after last clinical evaluation) |
| (Class of 2015) n=17; 15/17=88%. We will use mid-term evaluations to identify students that may be struggling in simulation to achieve this benchmark |

Goal #2 The student will develop critical thinking and problem solving skills

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| Intended Outcome | Benchmark | Data Collection and Analysis | | | | Results and Action Plan |
| Tool | Time Frame | | Person Responsible |
| Data Collection | Analysis |
| Student will compare current treatment images to treatment plan and determine accuracy of positioning | 100% of students will have complete IGRT competencies from >2 different techniques | Clinical competency form | 2nd through 5th semester | Prior to graduation | Radiation Therapy Program Director & Clinical Coordinator | Class of 2015, n=17; 17/17=100%. This class is the first class the program made this a requirement. Suggest to keep benchmark at 100%. The program will re-evaluate with 2016 class. |
| Students will compose multiple case studies to analyze specifics regarding treatments of different cancer types | 95% of students will score > 80% on case study assignments | Case study rubric | RIT 332 (end of 2nd semester) | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (Class of ‘16) n=17\*3=51, 50/51 (98%) of case study assignments scored > 80%. Met benchmark |
| Students will propose treatment plans for multiple anatomical treatment sites | 100% of students will score > 85% on Problem Based Learning (PBL) assignments | PBL rubric | RIT 430 (end of 4th semester) | End of Fall semester | Radiation Therapy Program Director & Clinical Coordinator | (Class of ‘15) n=17, all students completed the PBL assignments at > 85%. Suggest raising the benchmark to a score of 90% |

Goal #3 The student will communicate effectively to patients and healthcare professionals.

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| Intended Outcome | Benchmark | Data Collection and Analysis | | | | Results and Action Plan |
| Tool | Time Frame | | Person Responsible |
| Data Collection | Analysis |
| Students will describe procedures to patients | 100% of students will score “Fair” or better (Scale poor, fair, good or excellent) on first clinical evaluation. | Clinical evaluation section “communication skills: interpersonal skill with patients” | 2nd semester (after 1st clinical evaluation) | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘16) n=17, 16/17 (94%) of students scored “fair” or better. Part of the new curriculum is Pt. Care course. Focus will be placed on interpersonal and communication skills. The program will reevaluate with Class of 2017. |
| 100% of students will score “good” or better on final evaluation | 5th semester (after last clinical evaluation) | (class of ‘15) n=17, 17/17=100%. We plan to continue to use current benchmark. |
| Students will communicate effectively with healthcare staff | 100% of students will score “Fair” or better (Scale poor, fair, good or excellent) on first clinical evaluation, | Clinical evaluation section “communication skills: interpersonal skill with staff” | 2nd semester (after 1st clinical evaluation) | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘16) n=17, 100% met benchmark. Suggest raising benchmark to “good” |
| 100% of students will score  “good” or “excellent” on final evaluation | 5th semester (after last clinical evaluation) | (class of ‘15) n=17, 17/17=100% We plan to continue to use current benchmark. |
| 100% of returned employer surveys will rate graduates as having effective communication | Graduate Employer Survey | Post-graduation | One year post graduation summer semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘15) n=5, 5/5=100% of returned surveys received a 5 out of 5 for this question.  We plan to continue to use current benchmark |
| Students will present research | 100% of students will score > 80% | Presentation Rubric | RIT 432  (during 5th semester) | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | Class of 2015, n=17.  17/17=100%. |

Goal #4 The student will demonstrate professional behavior in clinical areas and the profession.

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| Intended Outcome | Benchmark | Data Collection and Analysis | | | | Results and Action Plan |
| Tool | Time Frame | | Person Responsible |
| Data Collection | Analysis |
| Students will integrate networking into program and profession. | 100% of students will complete RSNA assignment | Integration rubric | RIT 330 (1st semester) | End of Fall Semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘16) n=17, 100% completed this assignment. Reevaluate if benchmark relates to SLO |
| 100% of students will score > 90% on submissions for poster and paper scholarship competition at MSRT | Information literacy rubric | RIT 430 (4th semester) | End of Fall semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘15) n=17, all students scored > 90%. Discuss whether benchmark truly reflects SLO |
| Students will demonstrate professional behavior | 100% of students will have average score of “good” or better (Scale poor, fair, good or excellent) on first clinical evaluation and “excellent”  on third evaluation | Clinical evaluation section “professional conduct” | 2nd semester (after 1st clinical evaluation) | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘16)n=17, 16/17 (94%) met this benchmark. Student that failed to meet had educational intervention with Program Director and CC to address professional conduct |
| 4th semester (after 3rd clinical evaluation) | End of Fall semester | Radiation Therapy Program Director & Clinical Coordinator | (Class of 2015) n=17, 9/17=53% scored “excellent” and 8/17=47% scored “good” |
| Students will commit to life- long learning | 100% attendance at annual MSRT conference |  | 1st and 4th semester | During MSRT | Radiation Therapy Program Director & Clinical Coordinator | (Class of 2015 & 2016), n=34.  34/34=100% attended conference. |
| 100% of graduates will become members in their state, regional or national professional society | Graduate survey | Post-graduation | During summer semester | Radiation Therapy Program Director & Clinical Coordinator | (class of ‘14) n=10, 9/10=90% of returned surveys indicate professional membership. |

**\*Updated on November 5, 2015\***