**Unit Strategic Plan**

**2021- 2023**

**Name of Program/Department: Radiologic Technology – Shelby Campus**

**Mission Statement (for the program or department):**

The mission of the Radiologic Technology Program at Jefferson State Community College is to prepare graduates for entry-level employment as a radiologic technologist in the healthcare community.

This program mission is consistent with the colleges Statement of Philosophy and Purpose in the Jefferson State Community College Catalog and Student Handbook.

Program Goals:

The program mission can be met by the achievement of the following goals:

**1. Students will demonstrate didactic and clinical competence.**

Student Learning Outcomes: \*Students will apply positioning skills.

 \*Student will select appropriate technical factors.

 \*Students will practice radiation protection.

**2. Students will effectively communicate**.

 Student Learning Outcomes: \*Students will use effective oral communication skills.

 \*Students will practice written communication skills.

**3. Students will utilize critical thinking skills.**

Student Learning Outcomes: \*Students will manipulate technical factors for non- routine examinations.

 \*Students will adapt positioning for trauma patients.

**4. Students will evaluate the importance of professionalism.**

Student Learning Outcomes: \*Students will develop a professional resume.

\*Students will exhibit professional behaviors such as punctuality in the clinical setting.

**5. Provide qualified radiographers to meet the health care needs of the community.**

Student Learning Outcomes: \*Students will pass the ARRT national certification on the first attempt.

\*Students will complete the program according to program guidelines.

\*Students will be satisfied with their education.

\*Employers will be satisfied with the graduate’s performance.

\*Of those pursuing employment, students will be gainfully employed within twelve months post-graduation.

The radiologic technology program evaluates its Mission and Goals annually with the advisory committee meeting and revises as needed. The Mission and Goals are were revised in 2010 to include the Student Learning Outcomes. Each Student Learning Outcome is evaluated on the annual RAD Outcomes Assessment Plan. The RAD Outcomes Assessment Plan follows cohorts of students from admission to completion. In 2014 the last goal was modified to reflect national standards of employment rates tracked on a twelve-month status not a six-month status.

**Summary of Access, Productivity and Effectiveness (Including, but not limited to, program load, success rate, retention rate, completion rate, employer surveys, student surveys):**

**RAD Program Admission Statistics**

|  |  |  |
| --- | --- | --- |
| Year | # of Applicants | # Admitted |
| 2013-2014 | 139 | 32 |
| 2014-2015 | 158 | 33 |
| 2015-16 | 129 | 31 |
| 2016-17 | 91 | 32 |
| 2017-18 | 124 | 34 |
| 2018-19 | 112 | 30 |
| 2019-20 | 104 | 35 |
| 2020-2021 | 150 | 36 |

Enrollment for the radiologic technology program remains consistent due to the restricted enrollment and available clinical slots. There are far more qualified applicants than clinical availability. As clinical availability and job placement indicates, additional admits would be possible provided a number adequate faculty members also be provided. The number of students admitted may not reflect the same number of students who began the program in the Program Effectiveness data. Difference accounted for are passing the background check and drug screen as well as personal reasons for students leaving prior to the first scheduled clinical rotation. The admission class of Fall 2020 was during the COVIC-19 quarantine period. Clinical slots were limited.

**Job Placement Rates**

The radiologic technology program at Jefferson State has an excellent reputation in the greater Birmingham area for providing excellent radiologic technologist. Graduate surveys show a job placement rate of 100% for the past 5 years. Employers from the greater Birmingham area call the program on a regular basis searching for qualified candidates for employment.

**Radiologic Technology Job placement rates**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **# Completed Program** | **Actively Seeking****Employment** | **#Employed in Related Occupations** | **%** |
| 2014-2015 | 24 | 24 | 24 | 100 |
| 2015-2016 | 19 | 19 | 19 | 100 |
| 2016-17 | 19 | 19 | 19 | 100 |
| 2017-2018 | 17 | 17 | 17 | 100 |
| 2018-2019 | 27 | 24 | 24 | 100 |
| 2019-2020 | 23 | 23 | 23 | 100 |
| 2020-2021 | 22 | 22 | In progress |  |

**Job placement Rate is 100% for the past 5 years within 12 months of graduation.**

**Certification Pass Rates:**

**Radiologic Technology**

**1st time Certification Pass Rates**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year | # Completed Program | # Taken Certification Exam | # Pass Certification Exam on first attempt | % |
| 2014-2015 | 24 | 24 | 23 | 95 |
| 2015-2016 | 19 | 19 | 19 | 100 |
| 2016-17 | 19 | 19 | 18 | 95 |
| 2017-18 | 17 | 17 | 15 | 88 |
| 2018-19 | 27 | 27 | 24 | 88 |
| 2019-2020 | 23 | 23 | 21 | 91 |
| 2020-2021 | 22 | In progress |  |  |

**Certification pass rates for the past 5 years is 93 %. The program performs well above the established Benchmark of 75% average of the last 5 years. For those students who did not pass on 1st attempt, all have passed and become certified technologist.**

**Employer Surveys:**

Employer Surveys show and overall satisfaction with the preparation and professional demeanor of graduates who are currently employed.

**Employer Survey Results for RAD**

|  |  |  |  |
| --- | --- | --- | --- |
| **Employer Surveys** | **Scores on overall program satisfaction** | **Scores on Professional Demeanor** | **Benchmark is 2.5 on a 3.0 scale** |
| 2021 | In progress |  |  |
| 2020 | 3.0 | 3.0 | Benchmark met |
| 2019 | 2.8 | 3.0 | Benchmark met |
| 2018 | 2.8 | 3.0 | Benchmark met |
| 2017 | 3.0 | 3.0 | Benchmark met, continued monitoring of this item |
| 2016 | 3.0 | 3.0 | Benchmark met |
| 2015 | 3.0 | 3.0 | Benchmark met |
| 2014 | 2.8 | 2.6 | Benchmarks met |

**Graduate Surveys:**

Graduate Surveys show an overall satisfaction in the program. They are completed within six months of graduation.

**Graduate Survey Results for RAD**

|  |  |  |  |
| --- | --- | --- | --- |
| **Graduate Surveys** | **Scores on overall program satisfaction** | **Scores on Professional Demeanor** | **Benchmark is 2.5 on a 3.0 scale** |
| 2021 | 2.9 | 2.9 | Benchmark met |
| 2020 | 2.9 | 2.8 | Benchmark met |
| 2019 | 2.8 | 2.7 | Benchmark met |
| 2018 | 2.47 | 2.7 | Benchmark not quite met for overall program satisfaction. Student comments will be addressed in the next assessment cycle. |
| 2017 | 2.7 | 2.9 | Benchmark met |
| 2016 | 3.0 | 2.9 | Benchmark met |
| 2015 | 2.6 | 3.0 | Benchmark met |
| 2014 | 2.8 | 2.8 | Benchmarks met |

**Internal Conditions:**

1. **Technology**

Currently the program’s technology needs are being met.

1. **Budget**

The program is negotiating additional clinical sites. A time clock for additional sites will need to be purchased.

Additional accreditation cost associated with the addition of the clinical sites are as follows:

**Initial approval: $250 for each site.**

**Time clocks for each additional site: $300.00 for each site.**

A limited number of Patient Care and Procedure lab supplies need to be purchased as well.

Estimated cost is:

**Patient Care Supplies: $500.00**

**Procedures lab skeleton: $800.00**

**Positioning sponges: $300.00**

1. **Staffing**

The current two full time faculty and one H-30 position are sufficient to meet the current teaching demands of the radiography curriculum.

It would be beneficial to the RAD and Respiratory Therapy programs to have an L-19 support staff is to assist. This should assist in meeting the needs of the program. Student work study positions have been utilized however the student changes each semester. A consistent person would be beneficial.

1. **Resource**

Faculty attending workshops and seminars to keep up with current recommendations of the accrediting agency are requested. Conferences are also attended by faculty to stay current on regional and national trends in radiologic technology as well as improving faculty knowledge base for instruction. Attending programmatic curriculum meetings in Montgomery also allows faculty to keep up with the state level requirements of the program. Travel to clinical sites for program requirements is also required.

Out of state travel estimate **$5,000.00 annually**

In State Travel estimate **$200.00 annually**

Clinical Travel estimate **$2300.00 annually**

1. **Enrollment**

The enrollment is consistent with the clinical slots that are available and the job availability once students graduate. The program has obtained additional clinical slots for enrollment. For the 2020 enrollment, the COVIC crisis effected the over number of students that were admitted. Plans to increase the enrollment numbers in the 2021 admission cycle are in place.

|  |  |  |
| --- | --- | --- |
| Year | # of Applicants | # Admitted |
| 2013-2014 | 158 | 32 |
| 2014-20105 | 158 | 33 |
| 2015-2016 | 129 | 31 |
| 2016-17 | 91 | 32 |
| 2017-18 | 112 | 30 |
| 2018-19 | 104 | 35 |
| 2019-2020 | 150 | 36 |
| 2020-2021 | In progress |  |

1. **Facilities**

Facilities utilized by the RAD program are sufficient to meet the demands of the curriculum. The radiology program utilizes one classroom on a full-time basis and one classroom on a part-time basis. All classroom facilities are appropriate for instruction. Updates in the radiology procedures labs have made instruction more up to date with the current trends in medical imaging.

Additional items need to be purchased to further enhance the new additions to the procedure’s lab.

**Skeleton: estimated cost: $800.00**

**Positioning sponges: $300.00**

**AMX portable batteries: $2500.00**

 **Equipment**

The equipment in both Radiography labs are in good working order and currently meet the needs of the program. A service contract is purchased annually to keep the equipment in good working order.

**Service contract cost estimate: $2500.00**

**External Conditions (such as state funding, accrediting agencies, advisory committees, postsecondary policy changes):**

**2019-2020 Accomplishments:**

1. There was a 100% job placement for the 2020 graduating class.
2. The program was able to add 4 additional clinical sites therefore increasing the number of students who could be admitted.
3. Because of increase in the enrollment, the program was able to change its L-19 lab instructor position to an H-30 position.

**2020-2021 Accomplishments:**

In progress

The admission for this cohort was affected by the COVID crisis.

**Unit Goals for 2021-2022**

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| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| **Goal 1:**  Maintain current curriculum to prepare student for employment and meet accreditation requirements.**Program Outcomes**Employers responding to the employer survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction.The Certification Exam rate will be at 80% or higher for first-time examinees.This Unit Goal supports the program’s mission statementto prepare graduates for entry-level employment as a radiologic technologist in the healthcare community.  |  Review student learning outcomes on an annual basis and revise as necessary based on input from faculty, graduates, employers and or advisory committee members. |  Annual programmatic review of the outcomes assessment plan which incorporates surveys of employers, graduates, advisory committee member as well as job placement rates, ARRT certification exam scores and program attrition |  Funding to hold annual advisory committee meetings, approximately **$400.**Two Advisory meetings are held annually.  |
| **Goal** 2: Faculty Professional development and travel to related program meetings**Program Goal #5 and SLO #1-5 for Program Goal #5**Provide qualified radiographers to meet the health care needs of the community.SLO #1: Students will pass the ARRT national certification on the first attemptSLO#2: Students will complete the program according to program guidelinesSLO#3: Students will be satisfied with their educationSLO#4 Employers will be satisfied with the graduate’s performance.SLO#5: Of those pursuing employment, students will be gainfully employed within twelve months post-graduation. **Program Outcome**The Certification exam pass rate will be at 80% or higher for first-time examineesAt least 80% of the admitted students will graduate according to program guide lines75% of graduates actively seeking employment will be employed within twelve months of graduationGraduates responding to the graduate survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfactionEmployers responding to the employer survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction. All SLO related with this goal deal with student’s ability to pass certification exams, be satisfied with their education and gain employment. Maintaining programmatic accreditation will assist with all of these items. | 1. Program faculty to attend accreditation workshops , conferences, and/or outcomes assessment workshops and seminars to maintain current standards regarding accreditation2. Program faculty to attend program related and curriculum meetings in order for the program to maintain the current standards within the Alabama Community College system.3.Local clinical travel |  Programmatic accreditation cycle, interim report.College and/or program accreditation | 1. Travel funds for faculty to attend an interim report, accreditation and/or outcomes assessment workshop sponsored by the Joint Review Committee on Radiologic Technology (JRCERT). Professional development/travel estimated @ $5000.00 annually. The program should complete its interim report during this assessment cycle.2. Travel funds for faculty to attend curriculum and program admission revision meetings in Montgomery @ estimated cost of $200 annually3.Faculty clinical travel @ estimated cost of $2300.00 |
| **Goal** 3: Provide safe, operable, and required technology and equipment for classroom and lab instruction. **Program Goal #1 and SLO #1,2&3 for Program Goal #1**Students will demonstrate clinical competence.SLO#1: Students will apply positioning skillsSLO#2: Student will select appropriate technical factors.SLO#3: Students will practice radiation protection.**Program Goal #1 and SLO #1,2,&3 for Program Goal #1**Students will demonstrate clinical competence.SLO #1: Student will apply positioning skills.SLO #2: Student will select appropriate technical factors.SLT #3: Student will practice radiation protection | 1.Update equipment and or teaching supplies as needed.1. The program uses a skeleton as an instructional tool. There needs to be one purchased that is complete to teach accurately.
2. Positioning sponge aids for the Procedures lab need to replaced with a material that is cleanable reduces the chance of COVID contamination.
3. To replace the batteries in the AMX portable unit.
 | 1.Program faculty review of supplies and or other items needed to meet the needs of the program.2.There are 2 skeletons that are currently in use however they are broken and need to be replaced. They will be disarticulated and used in a different capacity. A new skeleton will be purchased as a replacement.3. The positioning sponges that are currently used are not cleanable. They need to be replaced with sponges that may be cleaned between each student contact.4.The radiologic technology program utilizes a GE AMX Portable radiographic unit to perform specific accreditation required competencies in the radiographic procedures lab. The batteries in this unit need to be replaced. | 1. Updates for patient care and procedures lab supplies are on an as needs basis. Estimated cost 500.00
2. Purchase a skeleton to replace broken ones currently in use. Estimated cost 800.00
3. Purchase positioning sponges. Estimated cost 300.00

4. AMX portable battery replacement Estimated cost is as follows:Batteries - $1695.00Freight - $ 250.00Labor - 2-4 hours @ 275.00/hr. = $550.00- $1100.00 |
| **Goal 4:** **Comply with JRCERT/maintain program accreditation** | 1. Submit annual accreditation fees2. All core faculty to be knowledgeable of JRCERT standards and any changes. Providing faculty with educational opportunities to meet this need. 3. Faculty to attend outcomes assessments workshops/seminars as needed for program accreditation.4. Revise program curriculum and admissions/selection process as required5. Complete a service preventative maintenance on the digital radiographic suite with provided records of calibration of equipment. | 1-4 Faculty will review any changes to accreditation standards. Review of Program Outcomes Assessment Plan will assist with areas of deficit. Revise program information as needed per accreditation standards.5. Program accreditation requires programs with energized equipment to keep annual records of calibration of equipment. | 1A. Pay annual Radiologic Technology accreditation dues @ $ 3070.00Adding clinical sites at a cost of 250.00 for each site. Noted in internal conditions #2. 2 Travel associated with accreditation and/or outcome assessment seminars noted in Goal 2.3 Faculty professional development/travel as noted in Goal 2.4 Travel to Montgomery to revise the program curriculum as directed by ACCS. Noted in Goal 2.5. Purchase service contract $2500. |

**Unit Goals for 2022-2023**

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| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| **Goal 1:**  Maintain current curriculum to prepare student for employment and meet accreditation requirements.**Program Outcomes**Employers responding to the employer survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction.The Certification Exam rate will be at 80% or higher for first-time examinees.This Unit Goal supports the program’s mission statementto prepare graduates for entry-level employment as a radiologic technologist in the healthcare community.  | Review student learning outcomes on an annual basis and revise as necessary based on input from faculty, graduates, employers and or advisory committee members. | Annual programmatic review of the outcomes assessment plan which incorporates surveys of employers, graduates, advisory committee member as well as job placement rates, ARRT certification exam scores and program attrition | Funding to hold annual advisory committee meetings, approximately **$400.**Two Advisory meetings are held annually.  |
| **Goal** 2: Faculty Professional development and travel to related program meetings**Program Goal #5 and SLO #1-5 for Program Goal #5**Provide qualified radiographers to meet the health care needs of the community.SLO #1: Students will pass the ARRT national certification on the first attemptSLO#2: Students will complete the program according to program guidelinesSLO#3: Students will be satisfied with their educationSLO#4 Employers will be satisfied with the graduate’s performance.SLO#5: Of those pursuing employment, students will be gainfully employed within twelve months post-graduation. **Program Outcome**The Certification exam pass rate will be at 80% or higher for first-time examineesAt least 80% of the admitted students will graduate according to program guide lines75% of graduates actively seeking employment will be employed within 6 months of graduationGraduates responding to the graduate survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfactionEmployers responding to the employer survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction. All SLO related with this goal deal with students ability to pass certification exams, be satisfied with their education and gain employment. Maintaining programmatic accreditation will assist with all of these items. | 1. Program faculty to attend accreditation workshops , conferences, and/or outcomes assessment workshops and seminars to maintain current standards regarding accreditation2. Program faculty to attend program related and curriculum meetings in order for the program to maintain the current standards within the Alabama Community College system.3.Local clinical travel |  Programmatic accreditation cycle, interim report.College and/or program accreditation | 1. Travel funds for faculty to attend an interim report, accreditation and/or outcomes assessment workshop sponsored by the Joint Review Committee on Radiologic Technology (JRCERT). Professional development/travel estimated @ $5000.00 annually. The program should complete its interim report during this assessment cycle.2. Travel funds for faculty to attend curriculum and program admission revision meetings in Montgomery @ estimated cost of $200 annually3.Faculty clinical travel @ estimated cost of $2300.00 |
| **Goal** 3: Provide safe, operable, and required technology and equipment for classroom and lab instruction. **Program Goal #1 and SLO #1,2&3 for Program Goal #1**Students will demonstrate clinical competence.SLO#1: Students will apply positioning skillsSLO#2: Student will select appropriate technical factors.SLO#3: Students will practice radiation protection.**Program Goal #1 and SLO #1,2,&3 for Program Goal #1**Students will demonstrate clinical competence.SLO #1: Student will apply positioning skills.SLO #2: Student will select appropriate technical factors.SLT #3: Student will practice radiation protection | 1.Update equipment and or teaching supplies as needed. | 1.Program faculty review of supplies and or other items needed to meet the needs of the program. | 1. Updates for patient care and procedures lab supplies are on an as needs basis. Estimated cost 1,000.00
 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Goal 4: Comply with JRCERT/maintain program accreditation** | 1. Submit annual accreditation fees2. All core faculty to be knowledgeable of JRCERT standards and any changes 3. Faculty to attend outcomes assessments workshops/seminars4. Revise program curriculum and admissions/selection process as required  5 Complete a service preventative maintenance on the digital radiographic suite. | Faculty will review any changes to standardsRevise program as needed | 1A. Pay annual Radiologic Technology accreditation dues @$ 3070.002 Travel associated with accreditation and/or outcome assessment seminars3 Faculty professional development/travel as noted in Goal 2.4 Travel to Montgomery to revise the program curriculum as directed by ACCS.5. Purchase service contract $3000. |

**Radiologic Technology**

**Program Mission:**

The mission of the Radiologic Technology Program at Jefferson State Community College is to prepare graduates for entry-level employment as a radiologic technologist in the healthcare community.

This program mission is consistent with the colleges Statement of Philosophy and Purpose in the Jefferson State Community College Catalog and Student Handbook.

**Program Outcomes:**

●The Certification Exam pass rate will be at 80% or higher for first-time examinees.

●At least 80% of the admitted students will graduate according to program guidelines.

●75% of graduates actively seeking employment will be employed within twelve months of graduation.

●Graduates responding to the graduate survey will indicate an average score of 2.5 or higher on a 4.0 scale for overall program satisfaction.

●Employers responding to the employer survey will indicate an average score of 2.5 or higher on a 3.0 scale for overall program satisfaction.

**Program Level Student Learning Outcomes:**

1. Students will apply positioning skills.

2. Student will select appropriate technical factors.

3. Students will practice radiation protection.

4. Students will use effective oral communication skills.

5. Students will practice written communication skills.

6. Students will manipulate technical factors for non-routine examinations

7. Students will adapt positioning for trauma patients

8. Students will develop a professional resume.

9. Students will exhibit professional behaviors such as punctuality in the clinical setting.