
Institutional Assessment Report

2022-2023

December 2023



Your Path to Possible

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Introduction

The purpose of this Institutional Assessment Report is to inform the SCC community about recent updates to assessment processes, the results of learning assessment in the last year, and future assessment plans. The report may also be used to inform institutional strategic planning, divisional and departmental Mission Action Plan (MAP) goals and budget planning for the 2023-2024 and 2024-2025 academic years.

SCC's Learning Assessment processes and use of data to improve student learning align with the College's 2020-2024 Strategic Plan, which includes the following strategic objectives:

- 2.3 - Improve institutional, general education, program, cocurricular, and course student-learning outcomes.
- 4.7 - Promote ongoing review of programs and services for effectiveness and viability.
- 9.4 - Enhance institutional accountability through ongoing compliance with accreditation requirements and the implementation of proactive solutions to address opportunities for improvement.
- 9.5 - Promote use of valid and reliable data in decision making through improved integrated planning, budgeting, program review, assessment, and other institutional processes.

2023 Reaffirmation of accreditation

In April 2023, Southeast Community College underwent its 10-year peer review visit for reaffirmation of its accreditation by the Higher Learning Commission. The College was re-accredited with no interim monitoring recommended. The final report from the accreditation team said the following about assessment at SCC¹:

SCC has taken deliberate actions since the Mid-Year Review in 2017 to invest in their assessment process at the institutional, program and course levels. ... SCC has a strong culture of assessment of student learning built upon an assessment framework for program and student learning outcomes with oversight from the Administrative Assessment Council and guidance from a Policy on Assessment, that articulates faculty responsibility in ongoing collection and analysis of data from course assessments as part of SCC's continuous improvement related to student learning. ... The recent implementation of the assessment plan and assessment data collection tools provide SCC with a strong assessment framework and resources to evaluate how these initiatives are used to improve upon student learning and operational effectiveness. ... Evidence of a comprehensive co-curricular assessment practice is in place which relies on student reporting. The College has a well-documented policy and procedure for assessment at the institutional level, general education curriculum, program-level, co-curricular and operational assessment.

The College's successful reaccreditation, including a positive report on the College's learning outcomes assessment processes, was the culmination of hard work and deliberate action by many SCC faculty and staff following the report from the Year 4 Assurance Review in 2017. The College worked closely with its Accreditation Liaison to develop a plan of action, and made significant improvements in several areas, including:

- Implementation of a Planning and Assessment software (Nuventive) for data collection and analysis
- Development of Institutional Learning Outcomes (ILOs) and mapping of all Program Learning Outcomes, General Education Learning Outcomes, and cocurricular learning outcomes to the ILOs.
- Development of official policy and procedures regarding learning outcome assessment

¹ <https://www.southeast.edu/about/files/HLC%20Letter%20and%20Final%20Report%202023.pdf>

- Development and piloting of a new process for General Education Learning Outcomes (GELO) Assessment
- Development and piloting of a new process for Cocurricular Assessment

Though the College has made progress in strengthening its structural assessment framework, we still have significant work to do to ensure that learning assessment processes are comprehensive, fully implemented, and meaningful. Areas of focus during our next accreditation cycle will include:

- Increasing training and professional development resources on assessment for faculty and staff
- Increasing implementation of assessment processes in dual credit programming
- Expanding involvement among program faculty in discussion of assessment results and development of recommendations for changes to courses and programs
- Comprehensive curriculum mapping of learning outcomes

Assessment Administrative Council

SCC's Assessment Administrative Council oversees the development of institutional policies and procedures regarding assessment. The Council is also tasked with coordinating assessment activities across the college and ensuring they are aligned with College mission, policy and SCC's Institutional Learning Outcomes. The Council also helps coordinate and support professional development opportunities across all assessment areas, and works to build a culture of assessment and continuous improvement across the institution.

The 2022-2023 Administrative Assessment Council membership was:

- Bev Cummins, Vice President of Student Affairs and Lincoln Campus Director
- Shawna Herwick, Administrative Director, Accreditation, Institutional Assessment and Planning
- Nikki Isemann, Instructor - Social Sciences
- Joel Michaelis, Vice President for Instruction
- Sara Pegram, Business Intelligence Developer, IT/IR
- Rod Rhodes, Office of Work-Based Learning (formerly Director of Assessment)
- Carolee Ritter, Dean of Arts & Sciences
- Jill Wightman, Director of Assessment (formerly Institutional Outcomes Assessment Coordinator)

Institutional Learning Outcomes

Institutional Learning Outcomes

As a result of their learning experiences at Southeast Community College, students will be able to demonstrate:

Career & Professional Readiness



Students will develop the skills needed for today's workforce and beyond: technical expertise and knowledge, information literacy skills, a commitment to standards of professionalism, and a dedication to lifelong learning.

Innovative & Critical Thinking



Students will think critically to evaluate problems from multiple perspectives, seeking informed, fair-minded and well-reasoned solutions.

Effective Communication



Students will utilize effective strategies for listening, speaking, reading, writing, and other forms of communication.

Community Engagement & Social Responsibility



Students will participate in an active and ethical civic life; cultivating inclusivity and engaging respectfully with others in our diverse, global society.

Wellness & Resiliency



SCC students will pursue a path of personal growth, strengthening compassion and emotional intelligence skills for healthy relationships and resiliency.

Institutional Learning Outcomes Assessment

Southeast Community College's Institutional Learning Outcomes (ILOs) are the broad student learning outcomes that all students at SCC are expected to learn and demonstrate. These learning outcomes are incorporated into students' courses, programs of study, cocurricular activities, student support services, and interactions with faculty and staff at the College.

The purpose of the ILOs is to:

- Guide consistent communication to internal and external constituencies about SCC's aspirations for its graduates.
- Align assessment efforts at the College to one set of common student learning outcomes.
- Connect and inform institutional, cocurricular, general education, program, department and course assessment.

The results of ILO assessment are used to align continuous improvement efforts across the College to help improve student learning in conjunction with SCC's Strategic Plan and area-level Mission Action Plans (MAP) and annual budgeting process.

The ILOs are measured and assessed through the following:

- Mapping all Program Learning Outcomes (PLOs) to the ILOs and analyzing Program Assessment data. (See Figure 1 and Figure 2)
- Mapping all General Education Learning Outcomes (GELOs) to the ILOs and analyzing course-level assessment of the SCC Core courses. (See the General Education Learning Outcomes section of this document.)
- Assessment of cocurricular learning outcomes. SCC defines cocurricular learning as learning outside the formal curriculum which contributes to students achieving the ILOs. (See Figure 3 for the overall GELO attainment rate and the Cocurricular Learning Outcomes section of this document for more detailed results.)
- Analysis of Graduate Report placement data, which includes the percent of graduates who get a job in a field related to their degree, will indicate students' attainment of career readiness. (See Figure 4)
- Analysis of licensure exams, including pass rates for those programs with licensure exams, to indicate students' attainment of career readiness. (See Figure 5)
- Administration of the Community College Survey of Student Engagement (CCSSE). SCC administers the CCSSE biannually. SCC has mapped at least two CCSSE questions to each ILO, and the 2023 results of these items are presented below. (See Figure 6, Figure 7, Figure 8, Figure 9, and Figure 10). Due to staffing shortages the 2023 data was not prepared for presentation to internal stakeholders during Fall 2023. The 2023 CCSSE results will be presented to and assessed by multiple groups of stakeholders in Spring 2024, including instructional deans and associate deans, student affairs deans and directors, faculty and students.

Program Learning Outcomes linked to Institutional Learning Outcomes - 2022-2023

Program Learning Outcomes, Results, and Students Meeting Assessment by ILO

ILO	Program Outcomes	Results	Students Assessed	Students Meeting	% Students Meeting
☐ Career & Professional Readiness	131	157	4,407	3,545	80.4%
☐ Community Engagement & Social Responsibility	14	13	342	303	88.6%
☐ Effective Communication	42	47	1,877	1,600	85.2%
☐ Innovative & Critical Thinking	88	108	2,667	2,138	80.2%
☐ Wellness & Resiliency	3	3	39	37	94.9%
Total	169	210	5,779	4,713	81.6%

Figure 1 – This image shows the number of Program Learning Outcomes (PLOs) linked to each of the five Institutional Learning Outcomes (ILOs); the number of course-level results reported for each of the ILOs; the number of students assessed and the number and percentage of students meeting the program-level assessment benchmark.

Number of Connected Items by Area for All ILOs

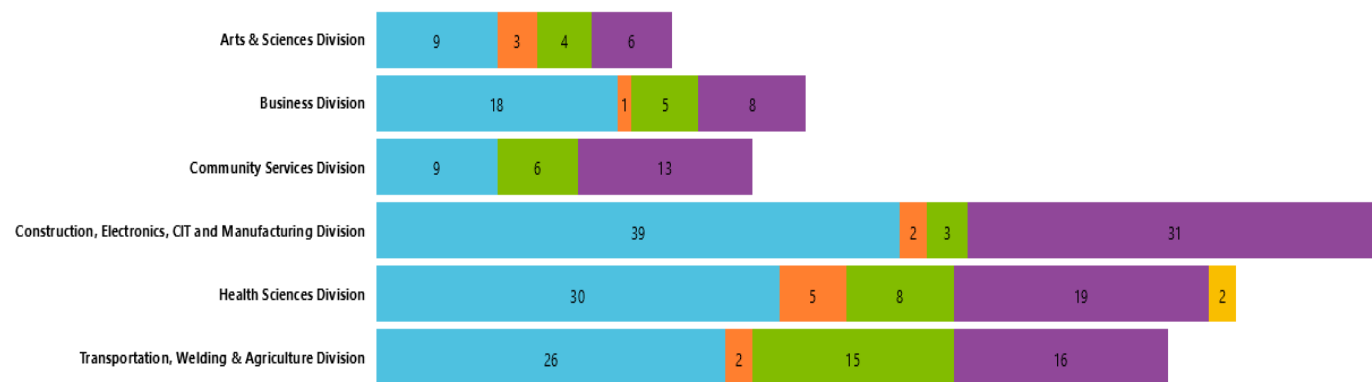


Figure 2 - The image above displays the number of Program Learning Outcomes (PLOs) in 2022-2023 connected to each Institutional Learning Outcomes (ILO). The data is broken down by instructional division. The Arts and Sciences Division shows a low number of connections here because Academic Transfer courses are assessing GELOs rather than PLOs.

2022-2023 – General Education Outcomes -ALL GELOs:

Overall

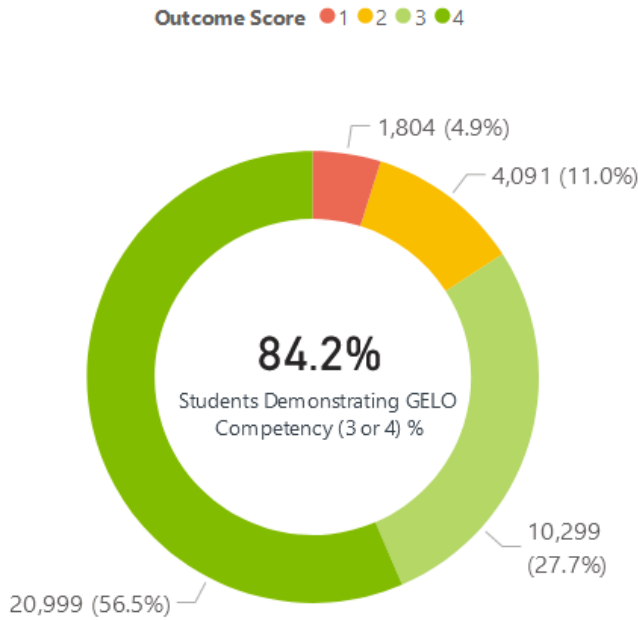


Figure 3 - The GELO Assessment results are viewable as PowerBI images in Nuventive. The image at left shows the aggregated number and percentage of all reported GELOs outcomes that received each of the possible four assessment outcomes scores. In the center of the image It shows the percentage which demonstrated competence by receiving a core of 3 or 4.

Results for each GELO can be found in the General Education section of this report.

Workforce placement rate of Career/Technical graduates (2.4) KPI

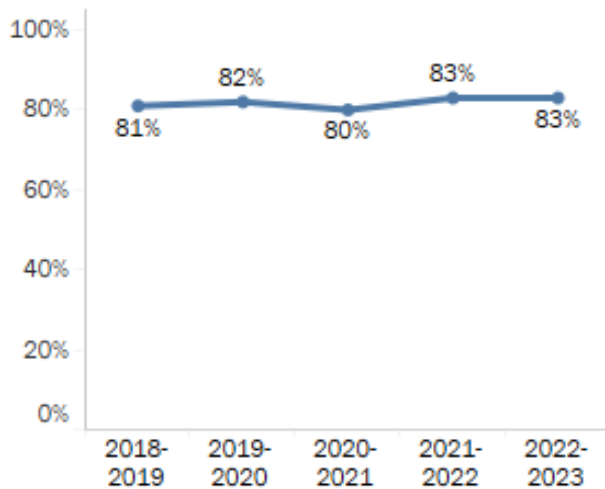


Figure 4 - Percent of graduates from career/technical programs who indicated they were employed at the time of or shortly after their graduation

Figure 5 – Licensure exam pass rates for applicable programs

Academic Program <i>A.A. = Associate of Arts</i> <i>A.A.S. = Associate of Applied Science</i> <i>A.O.S. = Associate of Occupational Studies</i> <i>A.S. = Associate of Science</i> <i>Dip. = Diploma</i> <i>Cert. = Certificate</i>	Credentialing (Licensure or Certification) Exam Pass Rates
A.A.S. – Associate Degree Nursing (ADN)	83.6% (2022) (NCLEX-RN Exam)
<i>Dip.</i> – Dental Assisting	93% (2023) (CDA Exam)
<i>Dip.</i> – Medical Assisting	80% (2023) (CMA Exam)
A.A.S. – Medical Laboratory Technology	100% (2022) (BOC Exam)
A.A.S. – Paramedic	86% (2021) (National Registry Paramedic State Exam)
<i>Dip.</i> – Pharmacy Technician	75% (2023) (PTCB Exam)
A.A.S. – Physical Therapist Assistant	97% (2021-2022) (NPTE Exam 2-year ultimate pass rate) 78% (2021-2022) (NPTE Exam 2-year first attempt pass rate)
<i>Cert.</i> – Polysomnographic Technology	71% (2022) (RPSGT Exam)
<i>Dip.</i> – Practical Nursing	75.8% (2022) (NCLEX-PN Exam)
A.A.S. – Radiologic Technology	83% (2022) (ARRT Exam, Five-year rate)
A.A.S. – Respiratory Care	85% (2022) (RRT Exam)
<i>Cert.</i> – Surgical First Assist	100% (2022) (CSFA Exam)
A.A.S. – Surgical Technology	86% (2022) (CST Exam)

Community College Survey of Student Engagement – Results mapped to SCC’s ILOs and peer comparisons

CCSSE 2023 and ILOs with Peer Comparison | Career/Professional Readiness

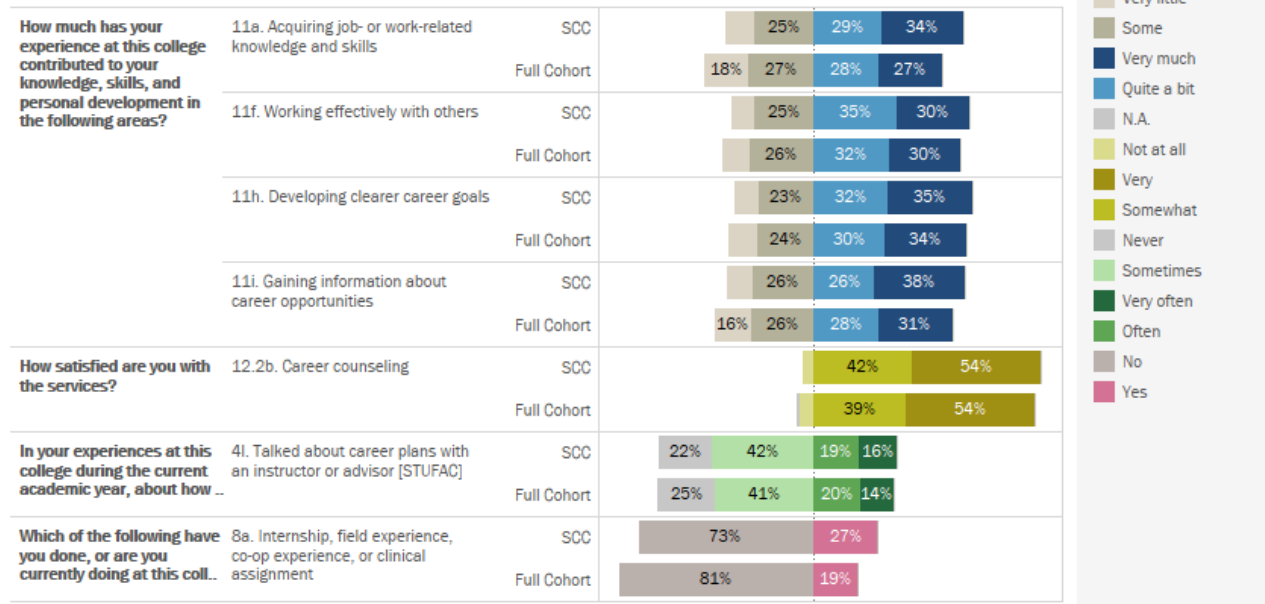


Figure 6

CCSSE 2023 and ILOs with Peer Comparison | Effective Communication

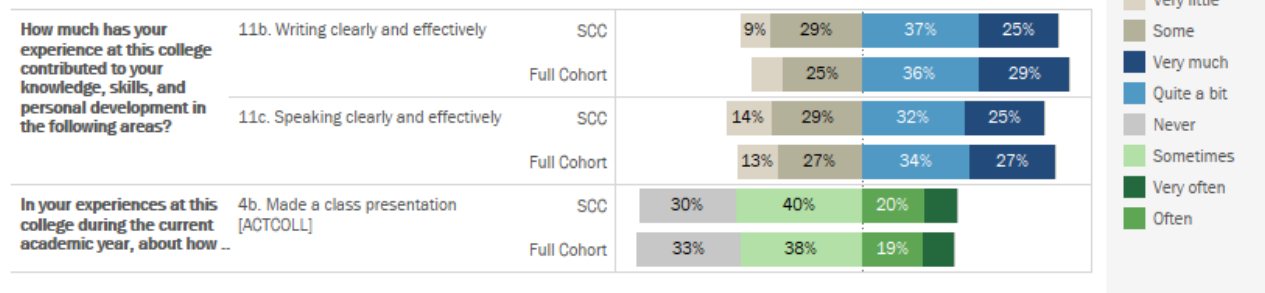


Figure 7

CCSSE 2023 and ILOs with Peer Comparison | Community Engagement/Social Responsibility

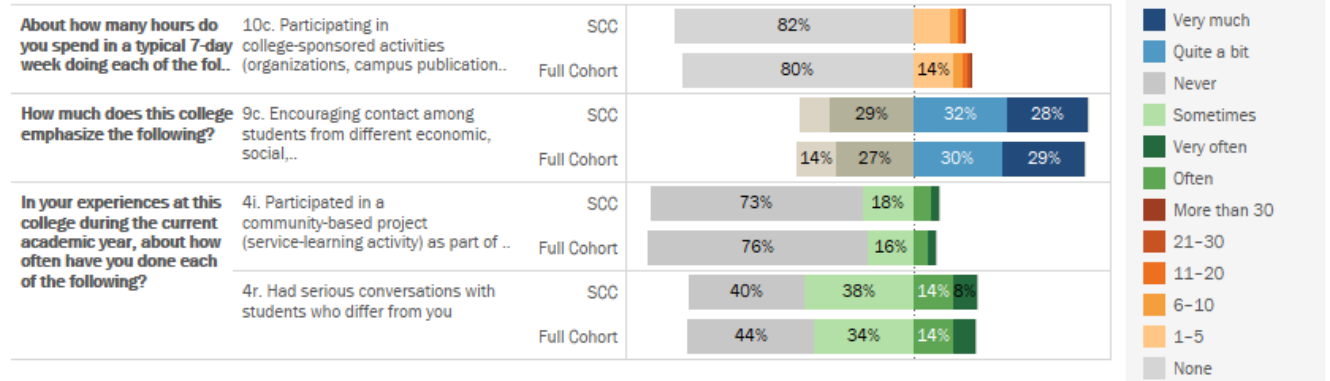


Figure 8

CCSSE 2023 and ILOs with Peer Comparison | Innovative and Critical Thinking

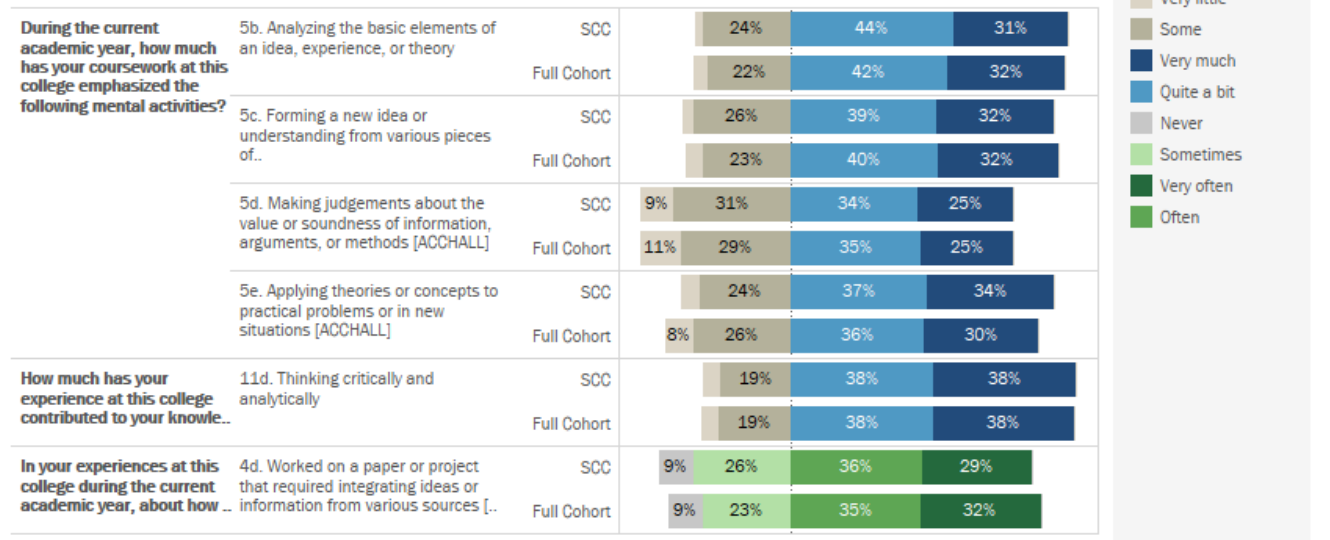


Figure 9

CCSSE 2023 and ILOs with Peer Comparison | Wellness and Resilience

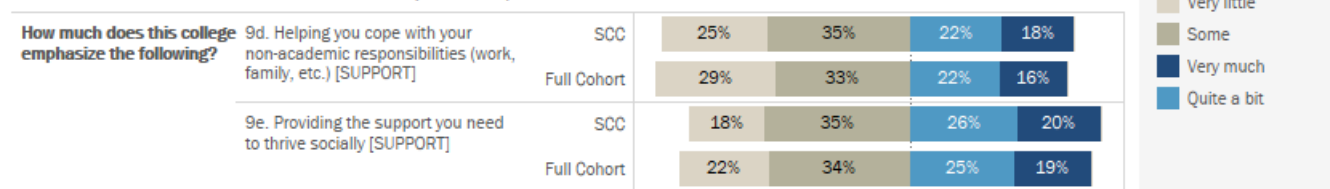


Figure 10

General Education Learning Outcomes Assessment

In 2022-2023, Southeast College completed its second full year assessing its General Education Learning Outcomes (GELOs) in the courses that make up the SCC CORE curriculum.

After piloting only GELO 1 (Speech Communication) and (GELO 2) Written Communication in Fall 2021, the College moved to assessing all six GELOs. In Spring 2022 the emphasis was on onboarding all full-time faculty who teach in the core. In the second year of assessment most adjuncts teaching in the CORE were onboarded into the process.

In 2023-2024 the emphasis will be on bringing dual credit instructors employed through area high schools teaching in the Southeast Nebraska Career Academy Program (SENCAP) and The Career Academy (TCA) into the assessment process.

All faculty teaching courses that are part of the SCC CORE are expected to assess the General Education Outcomes for the CORE area to which the course is assigned. GELOs must be assessed using the standard rubric developed by the General Education Team and results reported through the Canvas learning management system. The data collected in Canvas is pulled into the College’s assessment data software (Nuventive) and aggregated for analysis.

The 2022-2023 assessment results were analyzed by the General Education Team and faculty teaching in each GELO area when instructors returned to campus for the 2023 Fall semester.

Faculty sub-team leaders for each GELO area presented the aggregated data to the faculty teaching in that area, led a discussion to analyze the results and devise recommendations for improving student learning, and reported the results of the discussion in Nuventive.

General Education Learning Outcome	Associated Institutional Learning Outcome
GELO 1 – Speech Communication	Effective Communication
GELO 2 - Written Communication	Effective Communication
GELO 3 – Critical Thinking & Problem Solving	Innovative and Critical Thinking
GELO 4 – Global Awareness and Citizenship	Community Engagement & Social Responsibility
GELO 5 – Analytical, Qualitative, & Scientific Reasoning	Innovative and Critical Thinking
GELO 6 - Career and Life Skills	Career & Professional Readiness

2022-2023 Core Courses Assessed by GELO	GELO 1	GELO 2	GELO 3	GELO 4	GELO 5	GELO 6
Number of courses assessed	3	2	32	13	17	10
% of total courses in GELO assessed	100%	100%	70%	65%	93%	77%

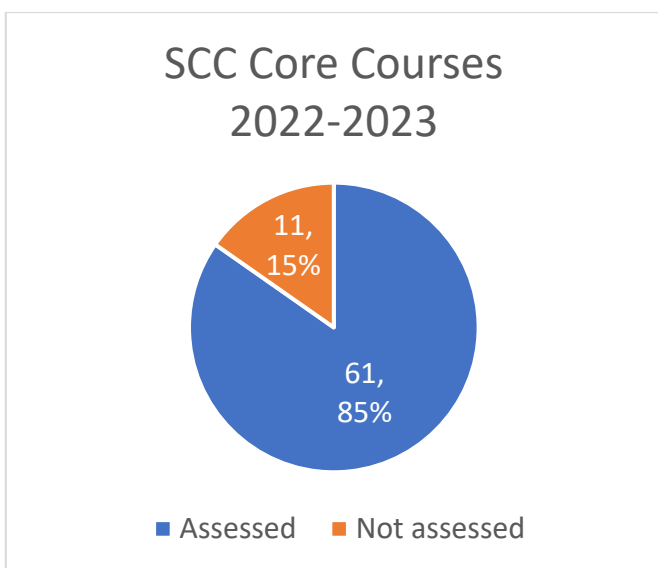


Figure 11 – Percent of all SCC Core Courses assessed in 2022-2023

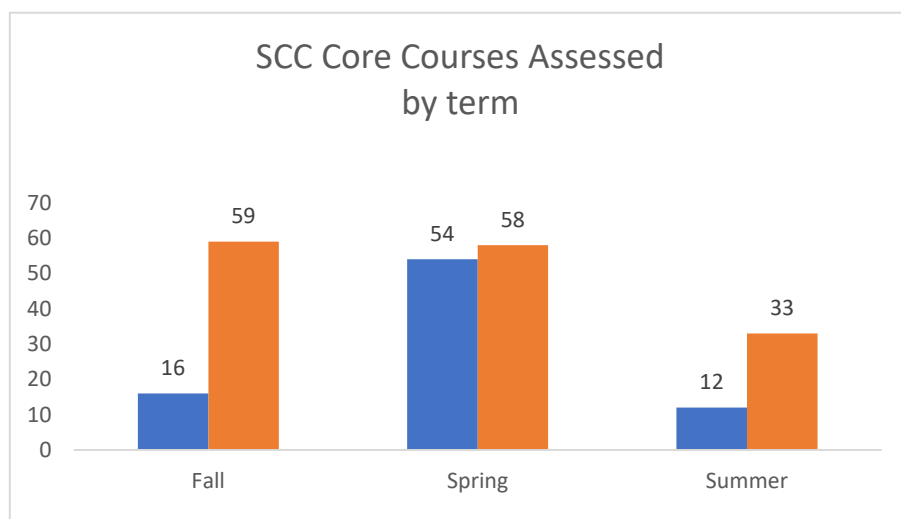
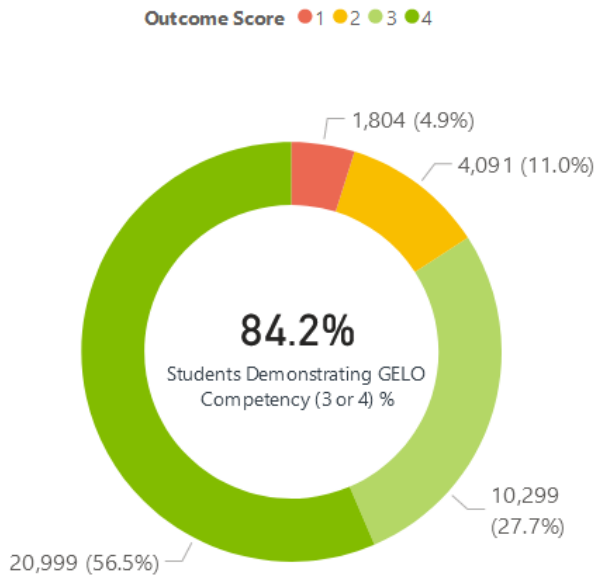


Figure 12 – Number of SCC Core Courses assessed in each term in 2021-2022 compared to 2022-2023

2022-2023 - ALL GELO Outcomes:

Overall

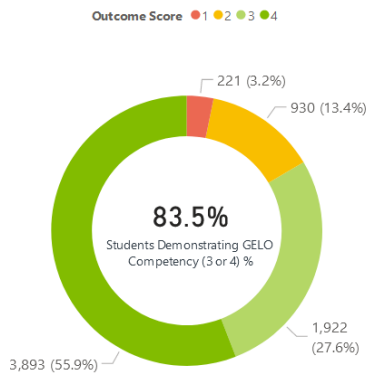


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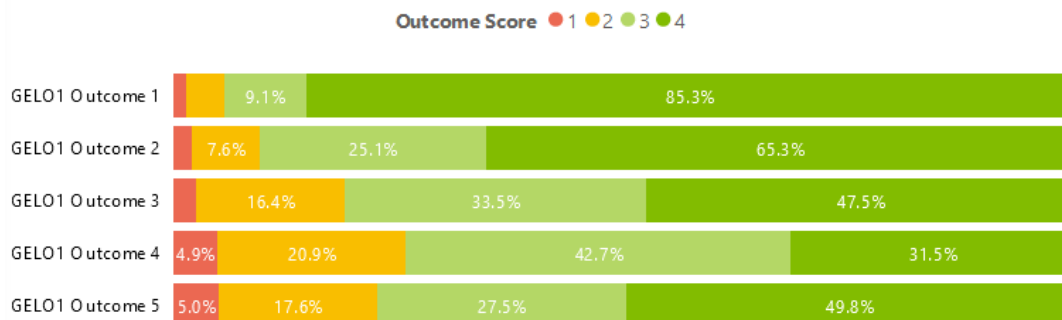
2022-2023 - GELO Outcomes, by GELO²:

GELO 1: Speech Communication (ILO: Effective Communication)

Overall



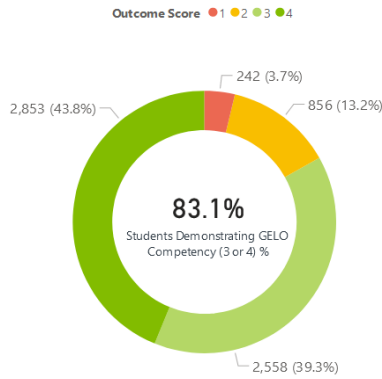
by GELO and Outcome



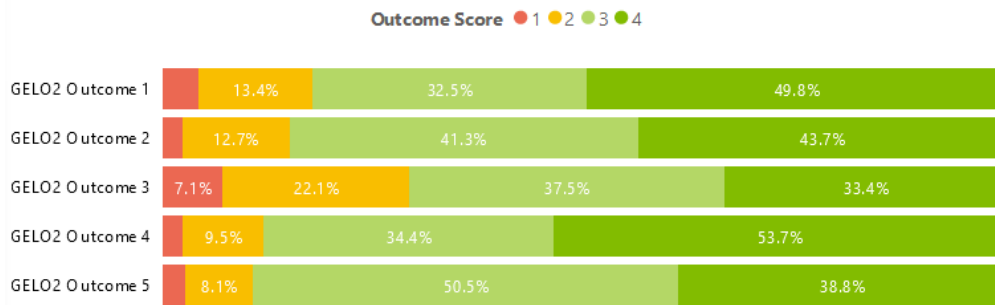
² (See Appendix B: General Education Learning Outcomes (GELOs) for a complete list of learning outcomes).

GELO 2: Written Communication (ILO: Effective Communication)

Overall

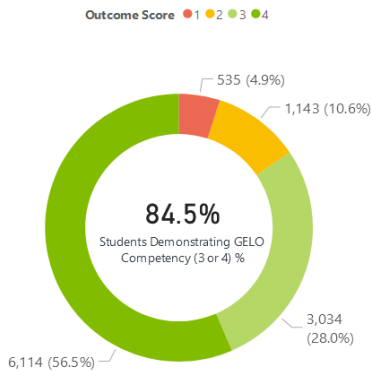


by GELO and Outcome

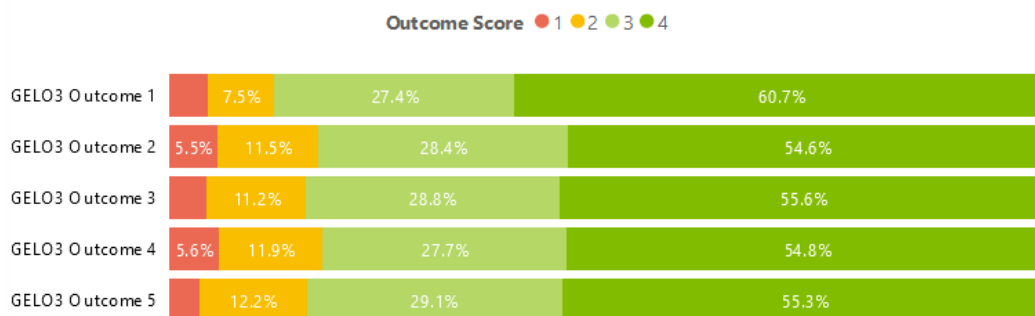


GELO 3: Critical Thinking & Problem Solving (ILO: Innovative & Critical Thinking)

Overall

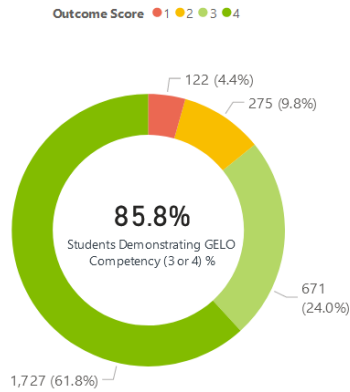


by GELO and Outcome

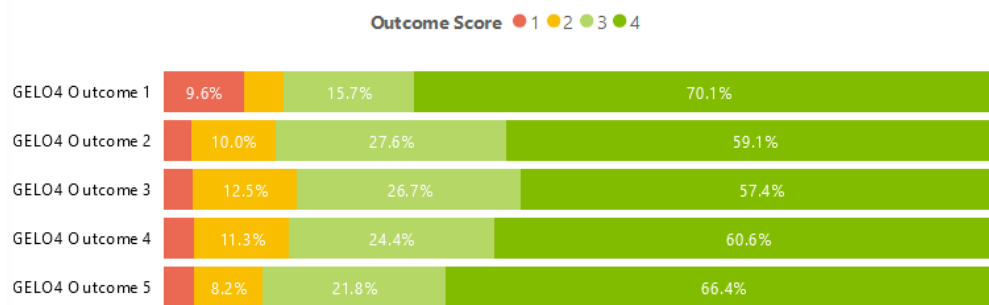


GELO 4: Global Awareness & Citizenship (ILO: Community Engagement and Social Responsibility)

Overall

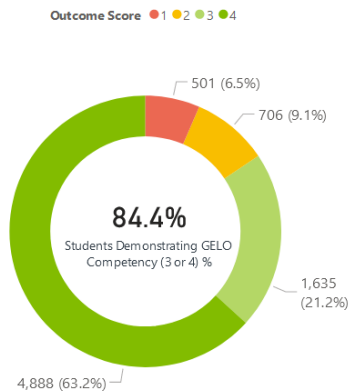


by GELO and Outcome

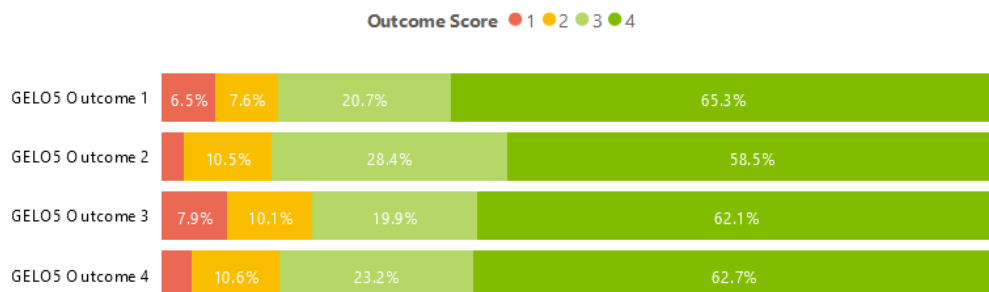


GELO 5: Analytical, Quantitative & Scientific Reasoning (ILO: Innovative & Critical Thinking)

Overall

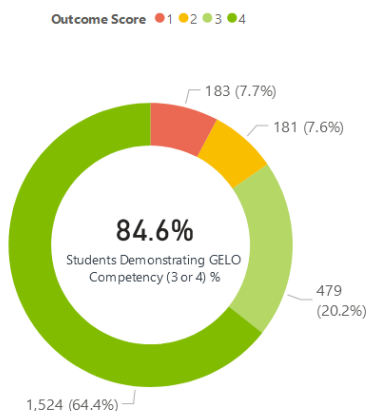


by GELO and Outcome

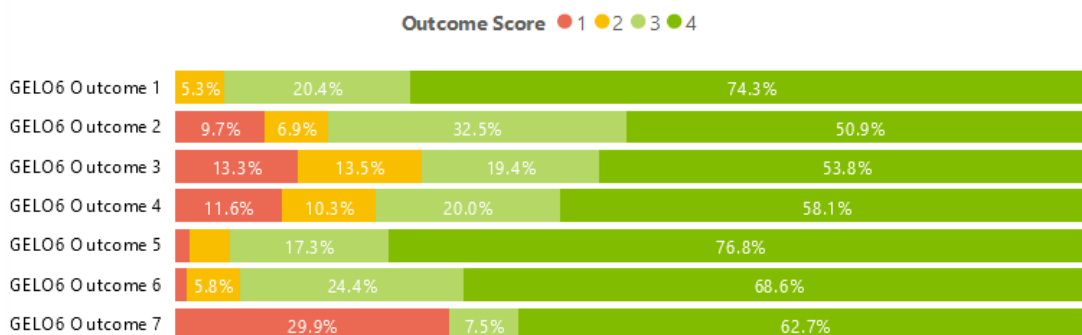


GELO 6: Career & Life Skills (Career & Professional Readiness)

Overall



by GELO and Outcome



The members of the 2022-2023 General Education Team were:

- Sheri Blok, Speech instructor
- Alexandra Perez, Speech instructor
- Carrie Campbell, Developmental Math instructor
- Jennifer Euteneuer, Math Instructor
- Linda Hartman, Business instructor
- Janet Scott, Business instructor
- Nikki Isemann, Social Science instructor
- Tammie Lang, Business instructor
- Melissa Oerman, Culinary/Hospitality instructor
- David Reynolds, Science instructor
- Carolee Ritter, Dean of Arts & Sciences
- Phip Ross, English instructor
- Kristin Ruiz, Practical Nursing instructor

Program Learning Outcomes Assessment

All credentials (degrees, diplomas, and certificates) have program learning outcomes (PLOs) developed and assessed by program faculty. Faculty are responsible for providing identified course-level learning outcome assessment results. Program faculty are responsible for collectively analyzing and discussing the data, documenting actions for improvement to be taken based on assessment results, and evaluating the effectiveness of previous years' actions taken.

All program learning outcomes are linked to the College's Institutional Learning Outcomes. The aggregated program data is used to assess the Institutional Learning Outcomes. (See Appendix A: ILO Attainment by Program).

All programs' assessment results and processes are peer reviewed annually by the faculty serving on the Assessment Team.

Members of the Assessment Team supporting Program Learning Assessment in 2022-2023 were:

- Joe Bartels, Precision Machining
- Jacob Bonander, Speech
- Rick Christensen, Business Administration
- Kelly Cummins, Polysomnographic Technology
- Mike DeWitt, Radiological Technology
- Casey Glassburner, Surgical Technology
- Rachel Hruza, English
- Teresa Hruza, Business Administration
- Jason Jolicoeur, Criminal Justice
- Jodi Johnson, Early Childhood Education
- Karen Koch, Design & Drafting Technology
- Jordan Liekhus, Electrical-Electromechanical Technology
- Drake McNally, Welding
- Andrew Schiessl, Diesel Technology
- Sarah Spier, Science
- Chelsea Tietjen, Agriculture
- Brittany Walters, Dental Assisting

Below are data visualizations showing:

- The percentage of assessed program learning outcomes for which students met the designated benchmark (Figure 13)
- The breakdown of types of assessments used assess program learning outcomes (Figure 14)
- The number of assessed program learning outcomes for which curricular changes or other types of actions were identified to improve student achievement of the learning outcomes (Figure 15)

2022-2023 – Program Assessment Results

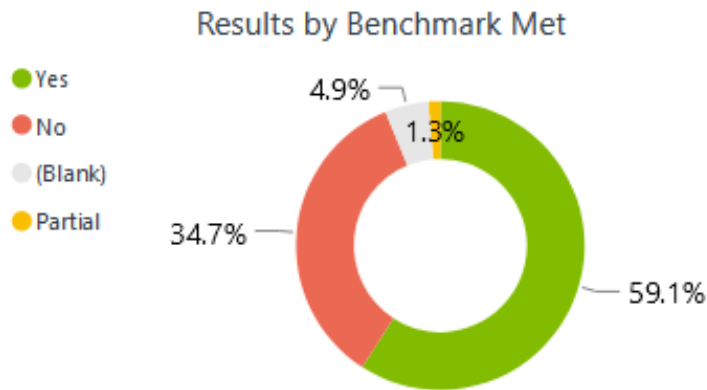


Figure 13

2022-2023 – Program Assessment Tools

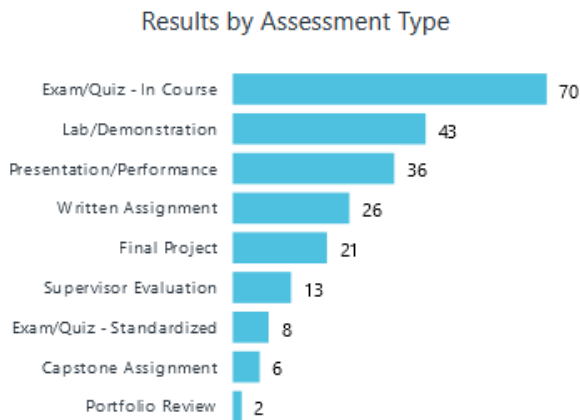


Figure 14

2022-2023 – Assessed Programs Learning Outcomes for which curriculum or other changes were identified

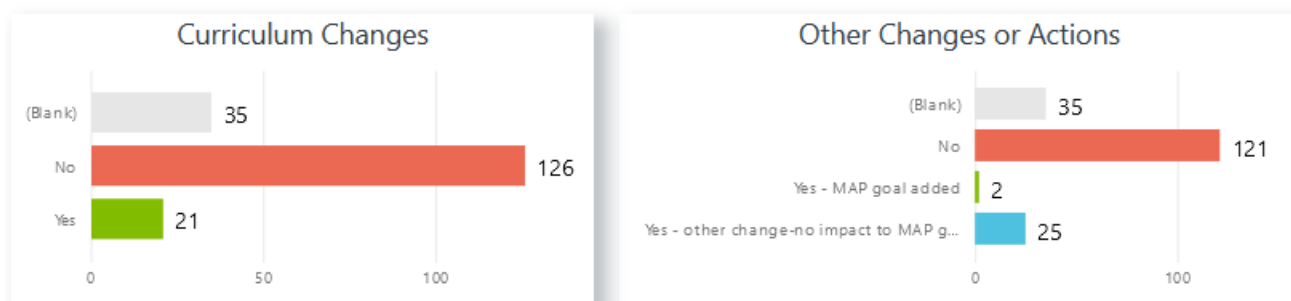


Figure 15

Cocurricular Learning Outcomes Assessment

Southeast Community College defines *cocurricular learning* as “purposeful and assessable learning that complements (but occurs outside of) the formal curriculum, and which contributes to students’ achievement of SCC’s Institutional Learning Outcomes.” ([SCC Procedure C-6a](#))

As outlined in College procedure, all cocurricular learning outcomes are mapped to SCC’s Institutional Learning Outcomes (ILOs) and will be regularly assessed by staff and faculty responsible for implementing or overseeing those programs or activities. The procedure also requires a designated Cocurricular Assessment Team to provide input on the development of new cocurricular assessment processes, ongoing review of those processes, review of assessment results, and recommendations for changes to cocurricular programming.

The following cocurricular activities were assessed 2022-2023:

- New Student Enrollment
- SkillsUSA
- Annual Speech Contest
- Federal Work Study
- TRiO/Student Support Services
- Student Organizations

The members of the Cocurricular Assessment/ILO Team in 2022-2023 were:

- Jacob Bonander, Speech Instructor
- Courtney Bruntz, Associate Dean, Arts & Sciences
- Kevin Forch, Director of Student Development/Engagement
- Stacey Harrifeld, Student Activities Coordinator
- Deanne Hyde Boilesen, Library Resource Center Specialist
- Crystal Kozak, ECED Instructor
- Kate Loden, English instructor
- Nicole Trevena-Flores, Social Sciences Instructor
- Spencer VanBuskirk, Residence Life Manager
- Jill Wightman, Institutional Outcomes Assessment Coordinator

Appendix A: ILO Attainment by Program

ILO Attainment by ILO by Program – Career & Professional Readine

ILO	Program Outcomes	Results	Students Assessed	Students Meeting	% Students Meeting	
☐ Career & Professional Readiness		131	157	4,407	3,545	80.4%
Instruction - Accounting		2	0			
Instruction - Adult & Juvenile Services and Corrections		3	3	196	160	81.6%
Instruction - Agriculture Management & Production		2	2	68	57	83.8%
Instruction - Associate Degree Nursing		2	0			
Instruction - Automotive Technology		2	2	118	94	79.7%
Instruction - Baking and Pastry		1	1	3	2	66.7%
Instruction - Biotechnology		3	3	33	23	69.7%
Instruction - Building Construction		6	7	162	124	76.5%
Instruction - Business		5	15	1,382	1,167	84.4%
Instruction - Business Communications		2	0			
Instruction - Computer Information Technology		7	12	399	309	77.4%
Instruction - Culinary/Hospitality		2	4	20	19	95.0%
Instruction - Deere Construction & Forestry Equipment		3	3	34	23	67.6%
Instruction - Dental Assisting		2	3	65	57	87.7%
Instruction - Diesel Ag Equipment Service Tech		2	1	21	18	85.7%
Instruction - Diesel Technology - Truck		4	8	84	71	84.5%
Instruction - Dietary Manager		2	4	27	19	70.4%
Instruction - Early Childhood Education		2	3	124	94	75.8%
Instruction - Electrical & Electromechanical Technology		3	6	226	211	93.4%
Instruction - Electrician Construction (IBEW)		1	2	10	10	100.0%
Instruction - Energy Generation Operations		4	4	52	43	82.7%
Instruction - Ford-Auto Student Service Ed Training Program (ASSET)		2	2	20	17	85.0%
Instruction - General Motors (ASEP)		2	2	26	15	57.7%
Instruction - Geographic Information Systems Technician (GIS)		2	2	24	23	95.8%
Instruction - Graphic Design Media Arts		4	4	51	29	56.9%
Instruction - Healthcare Services		2	0			
Instruction - Heating, Ventilation, AC & Refrig Technology		1	1	22	19	86.4%
Instruction - Horticulture & Turfgrass Management		2	2	14	12	85.7%
Instruction - Human Services		2	2	42	38	90.5%
Instruction - John Deere Tech		1	1	65	61	93.8%
Instruction - Land Surveying/GIS/Civil Engineering Tech		4	4	16	16	100.0%
Instruction - Law Enforcement & Homeland Security		4	2	50	48	96.0%
Instruction - Livestock Management & Production		2	3	50	42	84.0%
Instruction - Long Term Care Administration		3	0			
Instruction - Medical Laboratory Technology		2	2	28	28	100.0%
Instruction - Nondestructive Testing Technology		3	6	22	20	90.9%
Instruction - Office Professional		6	6	59	59	100.0%
Instruction - Paramedic		2	2	32	30	93.8%
Instruction - Pharmacy Technician		3	3	14	11	78.6%
Instruction - Physical Therapist Assistant		3	3	45	41	91.1%
Instruction - Plumbing Technology		1	1	11	11	100.0%
Instruction - Practical Nursing		2	3	271	123	45.4%
Instruction - Precision Agriculture		1	1	20	16	80.0%
Instruction - Precision Machining and Automation Technology		1	1	10	0	0.0%
Instruction - Professional Truck Driver Training		2	1	50	46	92.0%
Instruction - Radiologic Technology		2	5	136	109	80.1%
Instruction - Respiratory Care		6	7	132	132	100.0%
Instruction - Surgical First Assist		1	1	8	7	87.5%
Instruction - Surgical Technology		2	4	113	75	66.4%
Instruction - Technical Skills Instructor		1	1	10	7	70.0%
Instruction - Welding Technology		2	2	42	9	21.4%
Total		131	157	4,407	3,545	80.4%

ILO Attainment by ILO by Program – Innovative & Critical Thinking

ILO	Program Outcomes	Results	Students Assessed	Students Meeting	% Students Meeting	
☐ Innovative & Critical Thinking		88	108	2,667	2,138	80.2%
Instruction - Accounting		1	0			
Instruction - Adult & Juvenile Services and Corrections		3	3	196	160	81.6%
Instruction - Agriculture Management & Production		2	2	70	63	90.0%
Instruction - Auto Collision Repair Technology		1	1	19	16	84.2%
Instruction - Baking and Pastry		1	1	3	2	66.7%
Instruction - Biotechnology		1	1	10	10	100.0%
Instruction - Building Construction		6	7	162	124	76.5%
Instruction - Business		1	3	422	321	76.1%
Instruction - Business Communications		1	0			
Instruction - Computer Information Technology		6	9	378	300	79.4%
Instruction - Criminal Justice		4	4	313	262	83.7%
Instruction - Culinary/Hospitality		2	4	20	19	95.0%
Instruction - Dental Assisting		1	1	28	12	42.9%
Instruction - Diesel Ag Equipment Service Tech		2	1	21	18	85.7%
Instruction - Diesel Technology - Truck		3	6	60	53	88.3%
Instruction - Dietary Manager		2	4	27	19	70.4%
Instruction - Early Childhood Education		1	2	77	51	66.2%
Instruction - Electrical & Electromechanical Technology		1	2	113	105	92.9%
Instruction - Electrician Construction (IBEW)		2	4	72	70	97.2%
Instruction - Electronic Systems Technology		2	6	80	62	77.5%
Instruction - Energy Generation Operations		1	1	11	11	100.0%
Instruction - Ford-Auto Student Service Ed Training Program (ASSET)		2	2	20	17	85.0%
Instruction - General Motors (ASEP)		2	2	26	15	57.7%
Instruction - Geographic Information Systems Technician (GIS)		2	2	24	23	95.8%
Instruction - Graphic Design Media Arts		3	3	33	21	63.6%
Instruction - Land Surveying/GIS/Civil Engineering Tech		4	4	16	16	100.0%
Instruction - Law Enforcement & Homeland Security		1	0			
Instruction - Long Term Care Administration		3	0			
Instruction - Manufacturing Engineering Technology		3	5	41	32	78.0%
Instruction - Medical Laboratory Technology		1	1	14	14	100.0%
Instruction - Office Professional		2	2	14	14	100.0%
Instruction - Paramedic		2	2	32	30	93.8%
Instruction - Physical Therapist Assistant		3	3	45	41	91.1%
Instruction - Polysomnographic Technician		4	4	38	17	44.7%
Instruction - Radiologic Technology		1	3	72	54	75.0%
Instruction - Respiratory Care		6	7	132	132	100.0%
Instruction - Surgical First Assist		2	2	16	15	93.8%
Instruction - Technical Skills Instructor		1	2	20	10	50.0%
Instruction - Welding Technology		2	2	42	9	21.4%
Total		88	108	2,667	2,138	80.2%

ILO Attainment by Program – Community Engagement & Social Responsibility

ILO	Program Outcomes	Results	Students Assessed	Students Meeting	% Students Meeting	
☐ Community Engagement & Social Responsibility		14	13	342	303	88.6%
Instruction - Agriculture Management & Production		1	1	52	47	90.4%
Instruction - Associate Degree Nursing		3	0			
Instruction - Business		1	3	156	138	88.5%
Instruction - Early Childhood Education		1	1	17	13	76.5%
Instruction - Geographic Information Systems Technician (GIS)		2	2	24	23	95.8%
Instruction - Graphic Design Media Arts		1	1	9	2	22.2%
Instruction - Law Enforcement & Homeland Security		2	2	50	48	96.0%
Instruction - Pharmacy Technician		1	1	4	4	100.0%
Instruction - Professional Truck Driver Training		1	0			
Instruction - Radiologic Technology		1	2	30	28	93.3%
Total		14	13	342	303	88.6%

ILO Attainment by Program – Effective Communication

ILO	Program Outcomes	Results	Students Assessed	Students Meeting	% Students Meeting	
Effective Communication		40	45	1,844	84.3%	
Instruction - Accounting		1	0			
Instruction - Adult & Juvenile Services and Corrections		3	3	196	81.6%	
Instruction - Agriculture Management & Production		3	3	144	92.4%	
Instruction - Associate Degree Nursing		1	0			
Instruction - Automotive Technology		1	1	79	62	78.5%
Instruction - Biotechnology		1	1	10	10	100.0%
Instruction - Building Construction		2	3	36	33	91.7%
Instruction - Business		1	3	599	522	87.1%
Instruction - Computer Information Technology		1	3	68	52	76.5%
Instruction - Criminal Justice		2	2	173	136	78.6%
Instruction - Diesel Ag Equipment Service Tech		2	1	21	18	85.7%
Instruction - Diesel Technology - Truck		2	4	36	32	88.9%
Instruction - Early Childhood Education		1	2	52	42	80.8%
Instruction - Ford-Auto Student Service Ed Training Program (ASSET)		2	2	20	17	85.0%
Instruction - General Motors (ASEP)		2	2	26	15	57.7%
Instruction - Graphic Design Media Arts		1	1	12	11	91.7%
Instruction - Human Services		1	1	21	19	90.5%
Instruction - Law Enforcement & Homeland Security		3	1	27	25	92.6%
Instruction - Medical Assisting		1	1	27	23	85.2%
Instruction - Medical Laboratory Technology		1	1	14	14	100.0%
Instruction - Office Professional		1	1	15	15	100.0%
Instruction - Pharmacy Technician		1	1	4	4	100.0%
Instruction - Practical Nursing		1	1	90	90	100.0%
Instruction - Radiologic Technology		1	2	60	50	83.3%
Instruction - Respiratory Care		1	1	16	16	100.0%
Instruction - Surgical Technology		1	2	56	46	82.1%
Instruction - Welding Technology		2	2	42	9	21.4%
Total		40	45	1,844	1,554	84.3%

ILO Attainment by ILO by Program – Wellness & Reiliency

ILO	Program Outcomes	Results	Students Assessed	Students Meeting	% Students Meeting	
Wellness & Resiliency		3	3	39	37	94.9%
Instruction - Human Services		1	1	21	19	90.5%
Instruction - Medical Laboratory Technology		1	1	14	14	100.0%
Instruction - Pharmacy Technician		1	1	4	4	100.0%
Total		3	3	39	37	94.9%

Appendix B: General Education Learning Outcomes (GELOs)

GELO #1: Speech Communication

- Develop a central idea for presentations.
- Organize information clearly and logically, in an outline format, citing sources when appropriate.
- Assess an audience and situation so as to adapt verbal and nonverbal messages to best meet the needs and expectations of the audience.
- Competently communicate messages - both verbally and nonverbally - to a variety of audience types and in a variety of situations.
- Utilize active and critical listening behaviors.

GELO #2: Written Communication

- Comprehend, analyze, and evaluate a given text.
- Develop a focused thesis statement and write with a clear purpose, using relevant examples, claims, and evidence.
- Identify and evaluate evidence from a variety of printed, visual, and electronic sources.
- Use format, content and style appropriate to a given audience and situation.
- Read and write in mechanically-sound, college-level English.

GELO #3: Critical Thinking & Problem Solving

- Collect, identify, interpret and analyze data.
- Synthesize information to arrive at reasoned solutions to problems.
- Evaluate ideas presented in writing, media, speech, or artistic presentations.
- Evaluate the validity of arguments, alternatives, data, outcomes, and/or impacts of actions.
- Acquire and integrate knowledge and construct relationships across disciplines.

GELO #4: Global Awareness and Citizenship

- Demonstrate awareness and knowledge of U.S. history and culture as it relates to race, class, gender, sexual orientation, and culture.
- Explain the connections between historical and recent events and current global situations related to political systems, economic systems, social systems, and /or environmental issues.
- Function effectively in multicultural settings.
- Discuss issues from a global perspective.
- Identify and evaluate different theoretical or philosophical perspectives and their relevance to ethical decision-making.

GELO #5: Analytical, Quantitative, and Scientific Reasoning

- Apply mathematical and scientific methods to solve problems from an array of contexts and everyday situations.
- Understand and create logical arguments supported by quantitative and scientific evidence and communicate those arguments in a variety of formats.
- Effectively develop strategies, algorithms, or experiments (or perform experiments) to better describe systems or solve problems.
- Manipulate formulas, data sets, graphs, tables, etc. in a way to produce a meaningful outcome.

GELO #6: Career and Life Skills

- Employ effective interpersonal and intrapersonal communication skills.
- Acquire entrepreneurial skills and attitudes.
- Demonstrate financial literacy.
- Use digital technology effectively to access, manage, integrate, evaluate, and present information.
- Develop knowledge and habits that will foster physical, emotional, social, spiritual, intellectual, and environmental wellness.
- Develop skills that will support positive and fulfilling relationships with others.
- Demonstrate choices that reflect personal responsibility in one's academic, civic, social, and vocational/professional life.