



LABETTE
COMMUNITY
COLLEGE

Report of Student Learning at LCC Fall 2020

For Academic Year 2019-2020 (AY20)

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Report of Student Learning AY20

Executive Summary

Academic Year 2020 was a successful year for Labette Community College. The mission for Labette Community College is to provide quality learning opportunities in a supportive environment for success in a changing world. This is supported through strategic and systemic processes which originates at the course level and culminates at the institution's mission. A new hierarchy of strategic intent was implemented in Academic Year 2019 to allow Labette Community College to collect more quantified data. The quantified data will measure objective relevance to outcomes and satisfactory levels of completion to further measure institutional effectiveness. The Higher Learning Commission provided recommendations for information sharing, and Labette Community College has addressed those recommendations for Academic Year 2019 and 2020.

Assessment of student learning occurred systemically at the course, program, and institution levels. This robust assessment process continues to evolve internally through research, professional development, and experience. Much of the success is confirmed by external agencies through assessment, licensing, and certifications.

Recommendations for Academic Year 2021 include:

1. Academic Affairs will start to evaluate program and course direct pathways and articulations to streamline students' progression through their college academic experience.
2. Labette Community College has developed indicators for further assessments in measuring institutional effectiveness. Two years of data has been collected and LCC will continue to collect data each year to measure institutional effectiveness of student learning and education in a globally connected world.

LABETTE COMMUNITY COLLEGE

Vision Statement

Labette Community College will continue to enhance its standing as an exceptional College by striving for excellence in all its programs, services, and activities.



Mission Statement

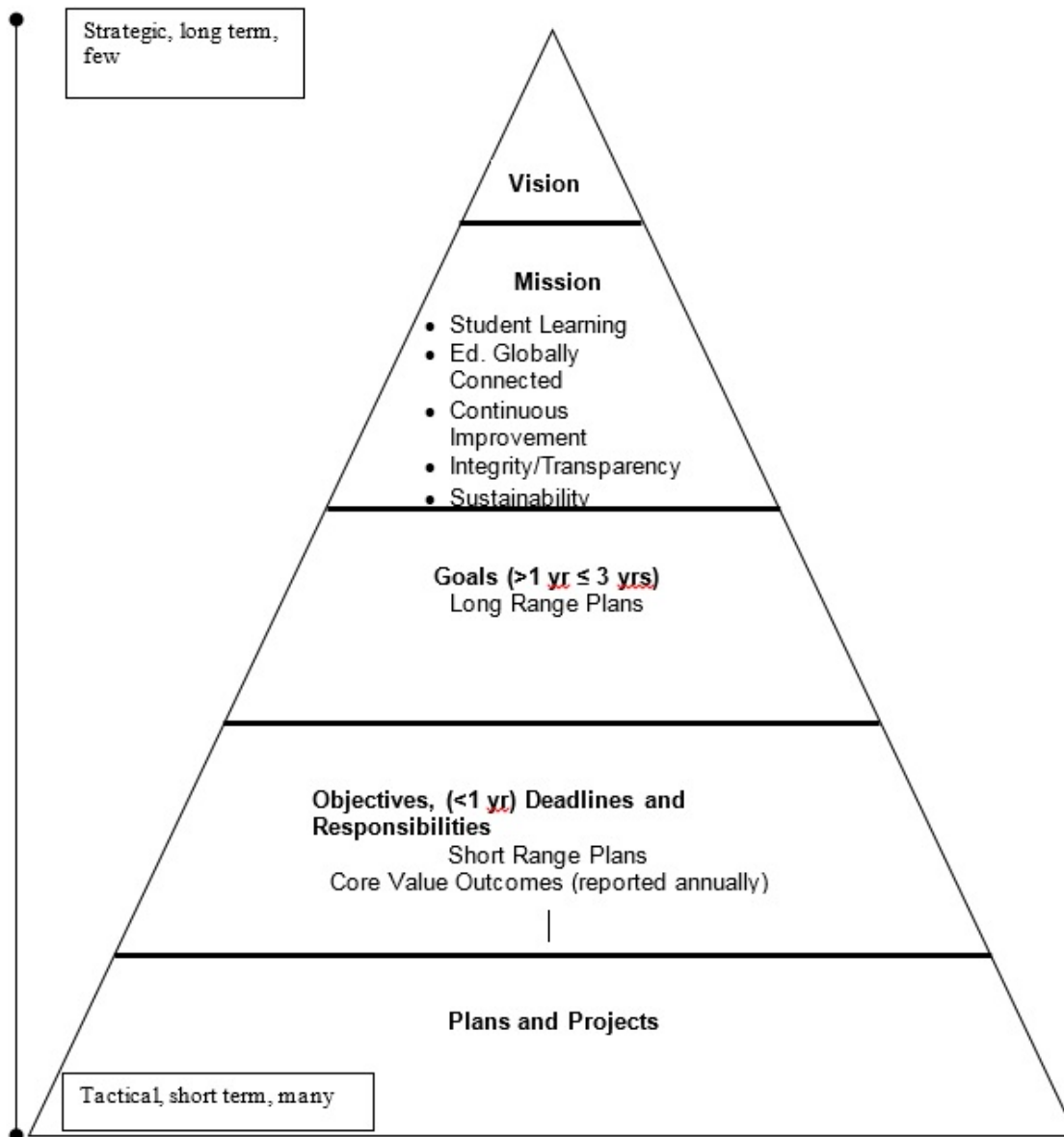
Labette Community College provides quality learning opportunities in a supportive environment for success in a changing world.



Core Values

The vision and mission of Labette Community College reflect a set of core values shared by students, faculty, staff, administration, and Board of Trustees. These core values (Student Learning, Education for a Globally Connected World, Continuous Improvement, Integrity and Transparency, Sustainability of the Institution) serve as the guiding principles of the college community as we plan for the future.

Labette Community College Hierarchy of Strategic Intent



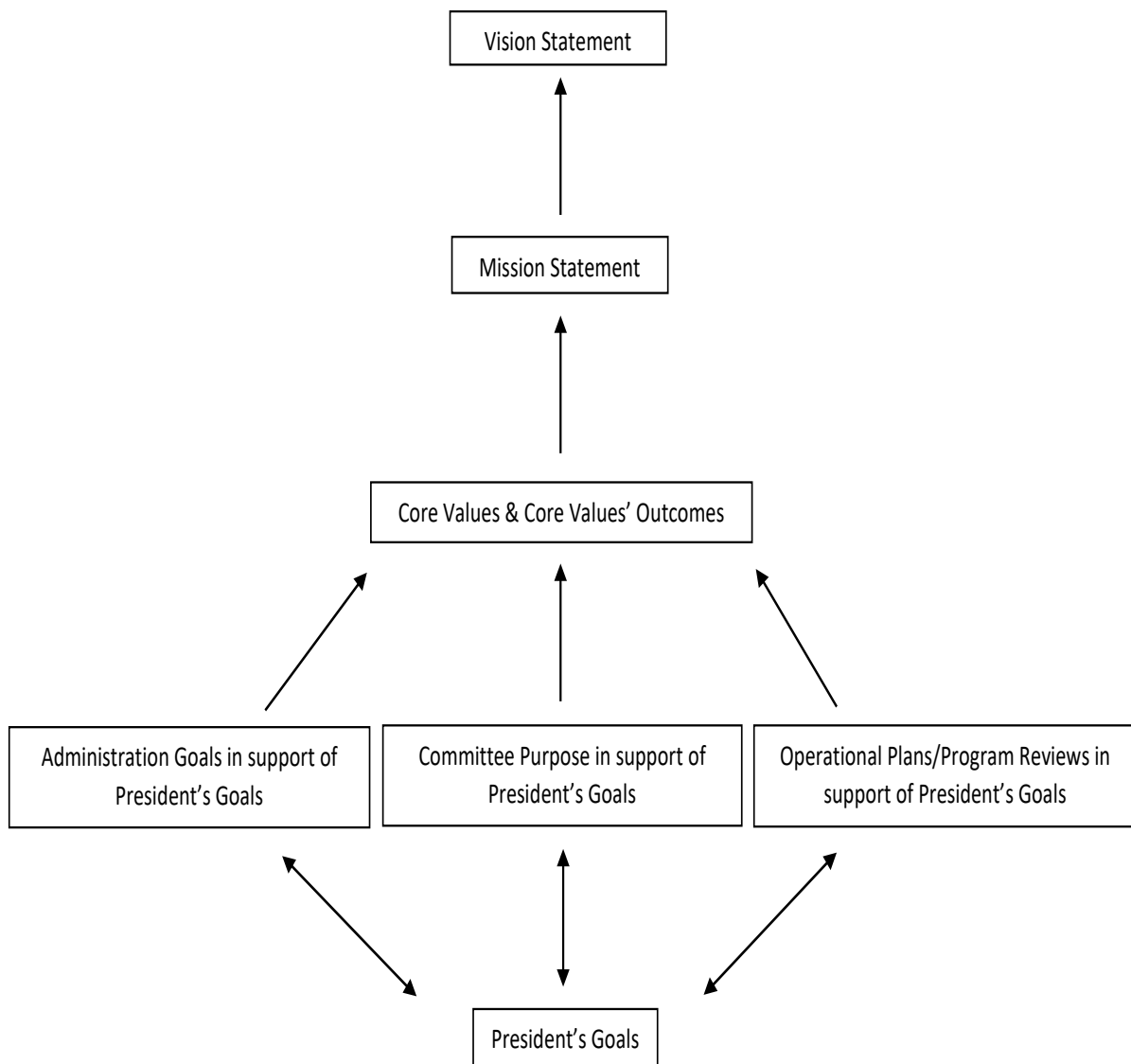
Purpose of This Document

Academic assessment is a college wide responsibility and has many components. This document is an attempt to bring all components together and includes a historical review of the assessment process at Labette Community College (LCC). This document was created and is maintained by the Instructional Outcomes and Assessment Committee. It is reviewed by the President's Council and presented to the Labette Community College Board of Trustees at the October board meeting. The report will also be presented to the Strategic Planning Committee at the fall meeting.

Strategic Assessment

Here at LCC, assessment is a tool used to inform academic change. Assessment leads to improvement in teaching and learning and is used to improve curriculum for our institution. Course outcomes and competencies are used to assess the overall effectiveness of our curriculum at the course, program, and institutional levels. LCC incorporates outcomes assessment as part of the strategic planning process.

Our strategic planning process is depicted below. The conceptual model provides a guide as to how LCC's five major areas (Academic Affairs, Financial Affairs, Student Affairs, Public Relations, and Foundation) satisfy our mission. LCC's Core Values more clearly define our mission in terms of student learning, global connections, continuous improvement, integrity and transparency, and institutional sustainability. Core Values include more specific outcomes which are supported in the Operational Plans.



Systemic Assessment

An effective assessment system includes two types of analyses: trend analysis and comparison analysis. Curricular assessments are coordinated within programs and articulated across Student Learning Outcomes, Program Outcomes, and most specifically, Course Outcomes. This systemic approach helps assure a robust curriculum assessment and when utilized from year to year, these assessments allow us to look for trends. While these internal assessments are important, there are external assessments our students take which are nationally normed.

External Assessments

National assessments enable us to compare the performance of LCC students with other students across the country. Many of our students must take such exams to earn additional credentials outside of our degrees and certificates. Preparing our students to successfully pass such credentials is an essential goal of our program emphasis. For example, students who complete our Nursing curriculum must successfully pass the NCLEX exam in order to practice nursing in the US.

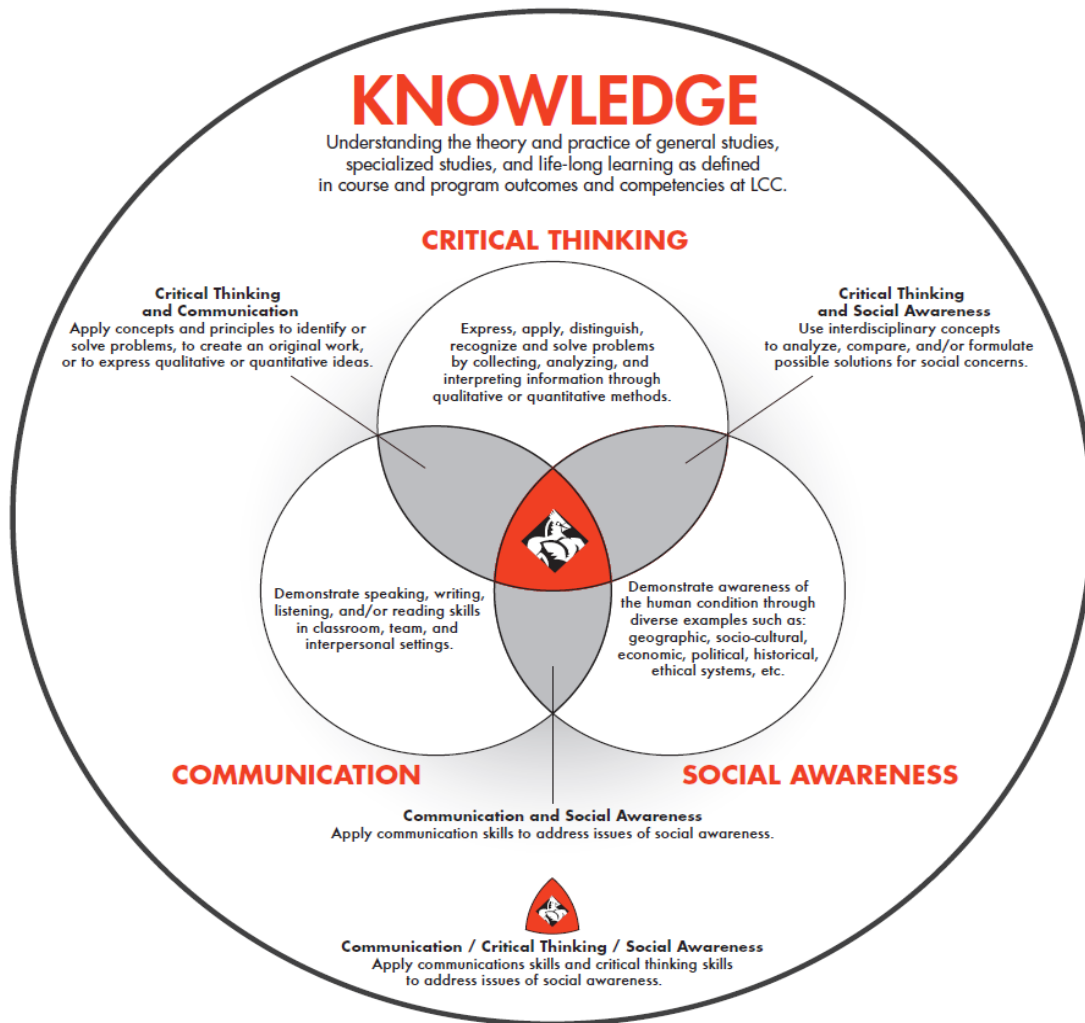
Internal Assessments

The foundation of LCC's assessment of student learning occurs at the Course Outcomes level. Assessment results derived from selected course outcomes are used to measure the success of Program Outcomes which are associated with student learning at the program level. Course Outcomes are also linked to more global LCC Student Learning Outcomes (SLOs).

Student Learning Outcomes

Student Learning Outcomes (SLOs) are defined by LCC faculty as Critical Thinking, Communication, and Social Awareness, all of which are a function of Knowledge. These are reflected in every element of LCC's curriculum and are an integral part of LCC's mission. LCC defines quality learning as students who demonstrate competence in each of these four elements which are the synthesis of Course Outcomes. When students successfully demonstrate competence in LCC's SLOs and leave to begin making their contributions to society, our mission is fulfilled.

Student Learning Outcomes Conceptual Model



LCC defines Student Learning Outcomes (SLO) as:

Knowledge: Understanding the theory and practice of general studies, specialized studies, and life-long learning as defined in course and program outcomes and competencies at LCC.

Communication: Demonstrate speaking, writing, listening, and/or reading skills in classroom, team, and interpersonal settings.

Critical Thinking: Express, apply, distinguish, recognize, and solve problems by collecting, analyzing, and interpreting information through qualitative and quantitative methods.

Social Awareness: Demonstrate awareness of the human condition through diverse examples, such as: geographic, socio-cultural, economic, political, historical, ethical systems, etc.

Furthermore, the SLO conceptual model includes intersections between Communication, Critical Thinking, and Social Awareness. These intersections, or unions, are preferred learning targets. The Critical Thinking and Communication union represents the application of concepts and principles used to identify or solve problems, to create an original work, or to express qualitative or quantitative ideas. This could be accomplished, for instance, through the successful completion of a group project. The Critical Thinking and Social Awareness union represents the use of interdisciplinary concepts to analyze, compare, and/or formulate possible solutions for social concerns. This can be accomplished through the successful completion of an assignment wherein a student identifies and resolves a social issue. The Communication and Social Awareness union represents the application of Communication skills to address issues of Social Awareness. A class discussion spurred on by the realization of a social issue could illustrate targeted learning. Finally, the epitome of student learning here at LCC is represented by union of all three SLOs: Communication, Critical Thinking, and Social Awareness. This could occur by the application, analysis, evaluation, or creation of a resolution of a recognized social issue through Communication and Critical Thinking.

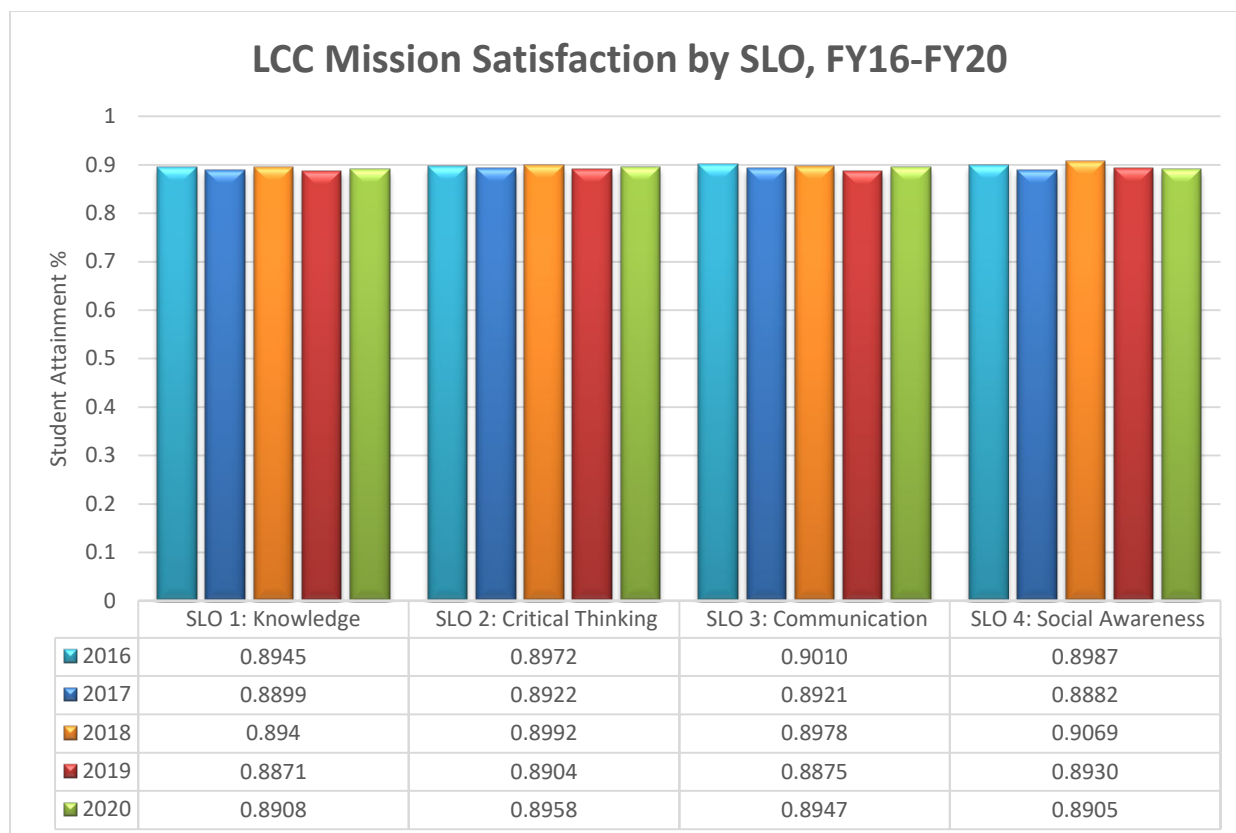
Course Outcomes and accompanying competencies are also utilized to assess the overall effectiveness of our instructional mission at the course and program levels. LCC incorporates Course Outcome assessments as part of the educational strategic planning process. Course Outcome assessments are part of course, program, and institutional evaluations.

To ensure LCC fulfills its stated academic mission and core values, Course Outcome assessments' goals are to:

1. Improve the teaching and learning process in each course and program.
2. Increase accountability to those whose interests are served by LCC.
3. Utilize LCC educational support services to help students be successful.

The below graph depicts Student Learning Outcomes' five year trend. The figures represent the percent of students who have demonstrated competence in Knowledge, Critical Thinking, Communication, and Social Awareness which are directly linked to our mission statement, "provide quality learning opportunities." One could say LCC satisfies our mission at a rate of 89% in terms of Knowledge (1), 90% in Critical Thinking (2), 89% in Communication (3), and 89% in Social Awareness (4).

LCC Mission Satisfaction by SLO, FY16-FY20



Course Outcomes

Course Outcomes Assessment: Assessing and Documenting Student Learning

A “Course Outcome” is a unit of information a student is responsible to learn – the performances, behaviors, or attitudes educators attempt to elicit through their course and programs; a specific course generally includes one to three course outcomes per credit hour. An associated term to a Course Outcome (CO) is “Course Competency.” These portray smaller units of information which, when combined, result in a Course Outcome. These, too, are more specific performances, behaviors, or attitudes supporting the attainment of the Course Outcome. Each Course Outcome typically includes three to five supporting Course Competencies. Both Course Outcomes and Course Competencies are located in the syllabus.

At the end of the semester, each faculty member analyzes and evaluates whether or not students demonstrated competence of each Course Outcome. These data are reported through a web-based Course Outcomes Assessment form. The Dean of Instruction may follow up with the faculty member to discuss the analysis.

Kansas Board of Regents' community colleges and universities are on a path toward seamless transfer. This endeavor requires common Course Outcomes, therefore, selected courses will include the common Course Outcomes.

Identifying Course Outcomes in Courses

LCC faculty develop Course Outcomes through consultations with colleagues from other two-year and four-year colleges for transfer programs and advisory committees for terminal programs. Lead faculty and departments annually review the Master Syllabus for each course and make changes as appropriate. The Course Outcomes Assessment reports for all courses in the program are used to evaluate each course and program annually by the Dean of Instruction and Instructional Outcomes and Assessment Committee.

Course Assessment Components

There are four key components of course level assessment: Course Outcomes and Course Competencies, Methods of Evaluation, Analysis, and Feedback.

Course Outcomes and Course Competencies

Each course will have Course Outcomes and Course Competencies defined by academic departments and incorporated into the Master Syllabus.

Methods of Evaluation

Established by the instructor, the methods of evaluation used in the course should reflect student performance and address outcomes and competencies.

An ideal assessment plan includes multiple indicators to measure student performance such as rubrics, portfolios, practical exams, recitals, tests, and assignments.

Once the methods of evaluation are established, the instructor needs to identify a minimum performance level that indicates student success. Performance levels must be at 70% or greater.

Analysis

Upon completion of the course, the instructor completes a Course Outcomes Assessment Report through a web-based form.

The instructor analyzes the compiled data and develops a course improvement plan, which is part of the Course Outcomes Assessment Report. Minimum components of the plan include responses to the following questions.

- Did you make any changes in this semester to improve student learning or retention in this course? If so, what were they?
- How effective were the changes you made during the semester?

- Are there any potential changes that you may look at in the future for this course?

Course Outcomes Assessment Reports are collected by the office of the Dean of Instruction.

Feedback

Academic departments review the Course Outcomes Assessment Reports for the courses in that department annually.

The results of the findings and recommended changes are sent to the Dean of Instruction.

Any improvements requiring institutional change or additional resources will be incorporated into the department's Operational Plans.

Program Outcomes

Program Outcomes reflect desired indicators designed to articulate student competence in some area of interest, or concentration, such as English or Nursing. The number of Program Outcomes varies from roughly 5-15. Whenever possible, Program Outcomes should include recognized credentials in the industry or an accrediting agency such as the Accreditation Commission for Education in Nursing (ACEN) in the case of the Nursing program. However, there may not be a recognized credential for an area of concentration such as Math as it is designed as a transfer degree. In this case, appropriate Program Outcomes are selected by Math department faculty. These can be used to recruit students into a program and, in the case of a terminal degree such as Nursing, can be used to place graduates into jobs.

Program Outcomes' metrics are based upon selected Course Outcomes. Multiple Course Outcomes are used as multiple indicators which express some demonstration of student competence. Therefore, Program Outcomes are evaluated through the students' demonstration of competence based on the Course Outcome assessments. In addition, Programs are evaluated by program reviews which occur every five years. Terminal programs such as Nursing are also monitored and evaluated by advisory committees.

Program Level Assessment

Instructional programs will link Program Outcomes (PO) to specific Course Outcomes in core program courses through the Program Matrix. A Program Assessment with documented findings, goals, and recommended changes by personnel from each program will be submitted to the Instructional Office.

Program Reviews

Program Reviews are implemented to assess and evaluate strengths, weaknesses, opportunities, and challenges for each program. The Program Review committee sends program recommendations to the Board of Trustees for approval. Recommendations are then included in the Operational Plans. All programs are reviewed on a five-year cycle.

Program reviews for Biology and History/Geography/Philosophy/Religion were completed and presented to the Board of Trustees during Academic Year 2020.

Below are the percentages of students who demonstrated competency (70%) for each Program Outcome (PO) in each Program of Study during the Academic Year 2020. This data represents internal, imbedded assessments.

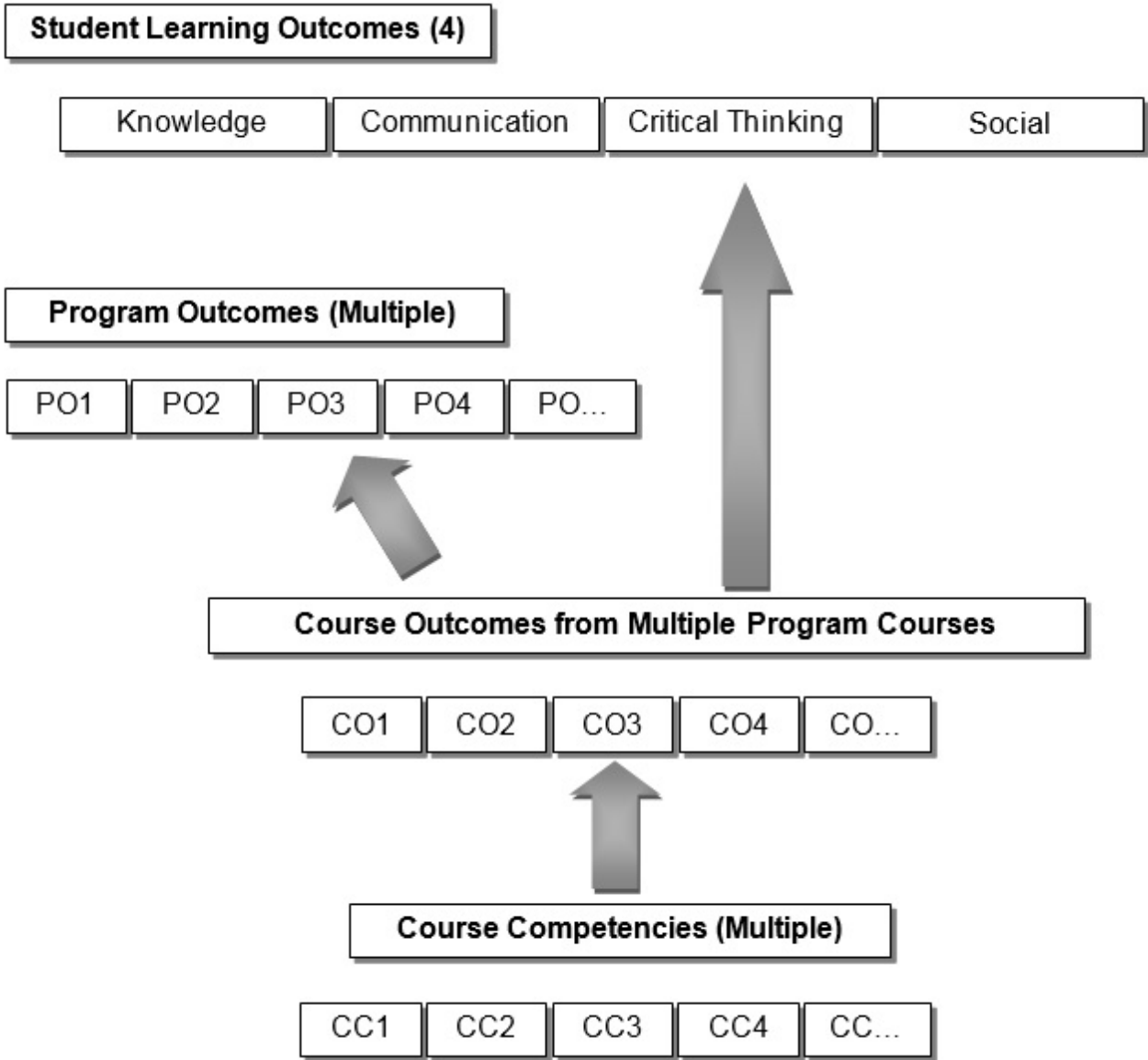
	Program Review	PO1	PO2	PO3	PO4	PO5	PO6
1	Biology	88%	91%	88%	87%	87%	89%
2	History/Geography/Philosophy/Religion	91%	91%	92%	91%	92%	

LCC Educational Strategic Process

LCC's Educational Strategic Process, which is a piece of the greater Strategic Process previously described, is outlined below through the educational strategic process conceptual model.

This is based upon a student's demonstrated competence at the level of the Course Outcome (CO) which is supported by Course Competencies (CC). Course Outcomes are a synthesis of course competencies. Selected Course Outcomes from various program courses are used as multiple indicators for each Program Outcome (PO). In addition, Course Outcomes are linked to the overarching Student Learning Outcomes. Program Outcome results will be reported to the Dean of Instruction for review as well as respective advisory committees.

Educational Strategic Process Conceptual Model



External Assessment

External assessments provide comparison analyses which enable program directors and staff to evaluate the success of their students with students from other programs across the country.

Program results from outside certification and licensing examinations will be reported to the Instructional Office.

Radiography External Assessment Results

American Registry of Radiologic Technologists National Comparison Report

Year	Group	Number	Mean	%Pass*
2015-2016	LCC	14	86.9	100%
2016	National	11,740	83.3	87.2%
2016-2017	LCC	17	85.8	100%
2017	National	11,166	83.6	89.3%
2017-2018	LCC	12	90.3	100%
2018	National	11,571	83.6	89.4%
2018-2019	LCC	9	86.8%	100%
2019	National	11,769	83.4%	89%
2019-2020	LCC	12	88%	100%
2020	National*	*	*	*

*The ARRT National Comparison Report for 2020 will not be available until January and will be included in the 2021 report.

Nursing External Assessment Results

NCLEX Pass Rates—1st Attempt

Year	# of Testers	PN**	# of Testers	RN*
2015-2016	20	100%	17	82%
2016-2017	10	100%	23	92%
2017-2018	12	100%	25	100%
2018-2019	17	100%	20	100%
2019-2020	13***	84.61%	29***	89.65%

*ACEN accreditation requires 80% first time pass rate.

**Bi-level RN Program with the option to take the PN exam. Not all students take the PN exam.

Report date: 8/31/20.

***2020 results are not official until December 2020, when the Kansas State Board of Nursing will publish official 2020 first time pass rates.

The Associate Degree Nursing Program at Labette Community College located in Parsons, Kansas is accredited by the:

Accreditation Commission for Education in Nursing (ACEN)
 3343 Peachtree Road NE, Suite 850
 Atlanta, GA 30326
 (404) 975-5000

The most recent accreditation decision made by the ACEN Board of Commissioners for the Associate Degree Nursing Program is Continuing Accreditation. View the public information disclosed by the ACEN regarding this program at <http://www.acenursing.us/accreditedprograms/programSearch.htm>

Respiratory Therapy External Assessment Results

Year	Program Graduates	CRT*, ***	RRT**
2015-2016	4	4	2
2016-2017	10****	9 10*^	6
2017-2018	5	5	2
2018-2019	6	5 6*^	2
2019-2020	6	3^^	0^^

* Certified Respiratory Therapist is entry-level for employment.

** Registered Respiratory Therapist is not required but allows for higher wages

***COARC accreditation requires 80% ultimate pass rate for the CRT

****One graduate is going into Sonography, and will not take the Board exam since the ultimate goal for the student is a DMS certificate.

*^Updated from last year's report

^^Due to COVID, students are behind in taking registered exams.

Physical Therapist Assistant External Assessment Results

Year	# of Testers**	Passed	%
2015-2016	No Cohort	N/A	N/A
2016-2017 (Cohort 5)	16	13	81.3%
2017-2018 (Cohort 6)	16	13	81.3%
2018-2019 (Cohort 7)	17	15**	88.2%**
2019-2020 (Cohort 8)	***	***	***
Two Year Sum (18&19)*	33	28	84.85%

*CAPTE accreditation requires 85% ultimate pass rate over 2 years. The program is currently on probation due to two-year sum being below the required 85% requirement.

**2018-19 percentage changed after 3 students took the test and 2 passed in July 2020.

***The 2020 class will not take NPTE until October assuming no Covid-19 Issues.

Dental Assistant External Assessment Results

Year	# of Graduates	# of Students Who Attempted DANB*	# of Students Who Passed DANB*	%
2015-2016 (Cohort 4)	10	10	7	70%
2016-2017 (Cohort 5)	11	8	7	87%
2017-2018 (Cohort 6)	7	7	7	100%
2018-2019 (Cohort 7)	9	9	8	89%
2019-2020 (Cohort 8)	6	5	5	100%

*The Dental Assisting National Board (DANB) consists of three sections: Radiation, Infection Control, and Chairside Assisting. All three sections of the exam must be passed to become a certified dental assistant. If a tester fails a section, only the failed section is retaken. Graduates of the Dental Assistant program are not required to pass the DANB to practice as a dental assistant; therefore, not all graduates take the exam even though the testing fee is included in the student fees paid to LCC for the Dental Assistant program.

Diagnostic Medical Sonography External Assessment Results

Year	Physics Exam	Abdomen Exam	Ob/GYN Exam	Vascular Exam	Employment Rates	Program Completion rate
2016	7/7 tested 7/7 passed: 100%	3/7 tested 3/3 passed: 100%	2/7 tested 2/2 passed: 100%	6/7 tested 4/6 passed: 66%	6/7 employed 85% placement	8 started/7 graduated 87.5%
2017	5/6 tested 5/6 passed: 83%	1/6 tested 1/1 passed: 100%	0/6 tested 0/0 passed: -null-	5/6 tested 4/5 passed: 80%	5/6 employed 83% placement	8 started/7 graduated 87.5%
2018	4/4 tested 4/4 passed: 100%	3/4 tested 3/3 passed: 100%	3/4 tested 2/3 passed: 67%	4/4 tested 4/4 passed: 100%	4/4 employed 100% placement	4 started/4 graduated 100%
2019	4/4 tested 4/4 passed: 100%	3/4 tested 1/3 passed: 33%	1/4 tested 1/1 passed: 100%	4/4 tested 3/4 passed: 75%	4/4 employed 100% placement	4 started/4 graduated 100%
2020*	5/5 tested 2/5 passed: 40%	1/5 tested 1/1 passed: 100%	1/5 tested 1/1 passed: 100%	1/5 tested 1/1 passed: 100%	3/5 employed 60% placement	5 started/5 graduated 100%
2021	8/8 tested 8/8 passed: 100%					

**Students reported in 2020 just graduated in May so have not had time to complete all of the registry exams.*

Follow-Up on Academic Year 2020 Recommendations

Recommendation:

1. In conjunction with HLC recommendation 5C (The institution engages in systematic and integrated planning and improvement), Academic Affairs will share student learning and educational program assessment information with faculty, staff, adjunct faculty, and concurrent instructors during in-service sessions to improve communication and enhance growth in areas of weakness or opportunities.

Follow-up Report:

Academic Affairs shared student learning and educational program assessment information at in-service in the fall and spring semesters. This allowed for more transparency regarding program review and course outcome assessment.

2. Labette Community College has developed indicators for further assessments in measuring institutional effectiveness. Two years of data have been collected and LCC will continue to collect data each year to measure institutional effectiveness.

Follow-up Report:

Labette Community College has now collected two years of data to measure institutional effectiveness. In the Annual Report, the effectiveness percentage was provided for Core Value Level of Achievement. Those percentages were:

Student Learning: 75.5%

Education for a Globally Connected World: 64.2%

Continuous Improvement: 78.4%

Integrity and Transparency: 78.7%

Sustainability of the Institution: 75.0%

These are each measured using the objective relevance and satisfactory level of objective completion, which are tied into LCC Operational Plans.

This will continue to be used during operational planning.

Appendix

Brief Recent History of Instructional Assessment at LCC

In 2012, the faculty implemented an assessment process, whereby Course Outcomes were used as metrics for student learning. The State of Kansas began the Core Indicator process for higher education intended to support the idea of “seamless” transfer for students who planned to transfer to any Kansas Board of Regent’s institution. Student Learning Outcomes (SLOs) were established in 2012. LCC students were assessed to determine how well LCC was satisfying the SLOs. In 2014, Program Outcomes were established. In 2016, a few programs began measuring student success based upon these Program Outcomes.

Below is a brief history of LCC’s assessment evolution. This includes the most recent five years.

Academic Year 2016

- CAAP assessment for Writing, Math, and Science Reasoning Fall and Spring; 527 CAAP assessments administered.
- Several faculty representing various disciplines attended Core Outcomes meetings at Johnson County Community College.

- Collected and reviewed Written and Oral Communication's data.
- Full time, part time, and concurrent faculty met and discussed curriculum in Breakout Sessions during the Fall 2015 and Spring 2016 In-services.
- Full time faculty members have created and currently maintain an electronic Resource Room which aids in the communication between full time and adjunct instructors within each discipline.

Academic Year 2017

- CAAP assessment for Writing, Math, and Science Reasoning Fall and Spring; 511 CAAP assessments administered.
- Several faculty representing various disciplines attended Core Outcomes meetings at Washburn University.
- Full time, part time, and concurrent faculty met and discussed curriculum in breakout Sessions during the Fall 2016 and Spring 2017 In-services.
- Program Review reports were completed for Radiography, Exercise Science, Physical Education, Athletic Training, and Social Science.
- Program Outcomes were measured and included in Program Review reports for Radiography, Exercise Science, Physical Education, Athletic Training, and Social Science.

Academic Year 2018

- Several faculty representing various disciplines attended Core Outcomes meetings at Washburn University.
- Full time, part time, and concurrent faculty met and discussed curriculum in Breakout Sessions during the Fall 2017 and Spring 2018 In-services.
- Program Review reports were completed for Workforce/Career Training/Personal Enrichment/Electronics, Accounting/Business administration, Art, Respiratory Therapy, and Chemistry/Physical Science (Pre-Pharmacy).
- Program Outcomes were measured and included in Program Review reports for Workforce/Career Training/Personal Enrichment/Electronics, Accounting/Business administration, Art, Respiratory Therapy, and Chemistry/Physical Science (Pre-Pharmacy).
- Some full time faculty members have created and currently maintain an electronic Resource Room which aids in the communication between full time and adjunct instructors within each discipline.

Academic Year 2019

- Several faculty representing various disciplines attended KBOR's Core Outcomes meetings in Kansas City adding to our statewide transfer of course opportunities.
- Several faculty and staff have attended accessibility training and will be working accessible documents etc. into their course content.

- Full time, part time, and concurrent faculty met and discussed curriculum in Breakout Sessions during the Fall 2018 and Spring 2019 In-services.
- Program Review reports were Math/Physics/Eng., Physical Therapist Assistant, English, Computer Science, and Criminal Justice.
- Program Outcomes were measured and included in Program Review reports for Math/Physics/Eng., Physical Therapist Assistant, English, Computer Science, and Criminal Justice.
- Some full time faculty members have created and currently maintain an electronic Resource Room which aids in the communication between full time and adjunct instructors within each discipline.
- The Instructional Outcome and Assessment Committee reviewed the institutions' outcome assessment tool and made changes to the reflection questions for AY20. This would allow for more reflection on classroom innovation and teaching methodologies used in the classroom.

Academic Year 2020

- Several faculty representing various disciplines attended KBOR's Core Outcomes Group Conference (KCOG) to add and revise the statewide transfer course opportunities.
- Full-time, part-time, and concurrent faculty met and discussed curriculum in Breakout Sessions during the Fall 2019 and Spring 2020 In-services.
- Program Review and Outcomes review were completed for Biology and History/. Education was postponed due to COVID and will be completed in Fall 2020.
- Some full time faculty members currently maintain an electronic Resource Room which aids in the communication between full time and adjunct instructors within each discipline