
Institutional Assessment Report

2023-2024 & 2024-2025



Empowering Excellence

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Introduction

The purpose of this Institutional Assessment Report is to inform the SCC community about updates to assessment processes and the results of learning assessment in the 2023-2024 and 2024-2025 academic years. 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 2025-2030 Strategic Plan, which includes the following strategic objectives:

- 1.1 - Strengthen instructional programs through curriculum alignment with industry and data-informed program analysis and review.
- 8.3 - Enhance accreditation, state, federal, and other compliance-related processes to ensure institutional integrity.
- 9.2 - Promote use of valid and reliable data in decision making through improved integrated planning, budgeting, program analysis and review, assessment, and 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 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
- Development and piloting of a new process for General Education Learning Outcomes (GELO) Assessment
- Development and piloting of a new process for Cocurricular Assessment

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

Though the College has made progress in strengthening its 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 current accreditation cycle 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 process improvements

Recent Improvements made in the College's assessment processes include:

- Strengthening the Program Assessment peer review process
- Restructuring the assessment committee structure
- Increasing faculty participation in General Education Learning Outcomes (GELO) Assessment
- Revising the process and cycle for analysis of GELO scores
- Enhancing GELO Assessment data analysis capabilities
- Increasing faculty development in using data for program improvement

Program assessment peer review and assessment committee restructuring

In 2024-2025 a new process was developed for the faculty peer review of program assessment. Previously the assessments were reviewed by a large committee of faculty. To make the process more meaningful, the decision was made to replace that committee with a small team of 5 Faculty Peer Reviewers who receive one load-hour of compensation for their work. Because the Peer Reviewers commit to spending more time on the process than the previous committee members, they have been able to revise the evaluation rubric, engage in ongoing norming with the rubric, more thoroughly review and offer formative feedback on each assessment report, and improve communication with program chairs about assessment processes.

Shifting the peer review duties to this smaller team, creating an opportunity to revise the broader assessment committee structure. The previous structure consisted of a faculty Assessment Committee whose primary charge was peer reviewing annual program assessment, and an Administrative Assessment Council which consisted primarily of administrators with a small number of faculty and staff.

The current structure has one Assessment Steering committee, which includes faculty, staff and administrators. The role of the Assessment Steering Committee is to:

- advise the Director of Assessment and academic leadership on assessment policies and priorities
- promote faculty input and buy-in on assessment policies and procedures
- promote assessment knowledge and engagement; and
- champion a culture of assessment and continuous improvement across the College

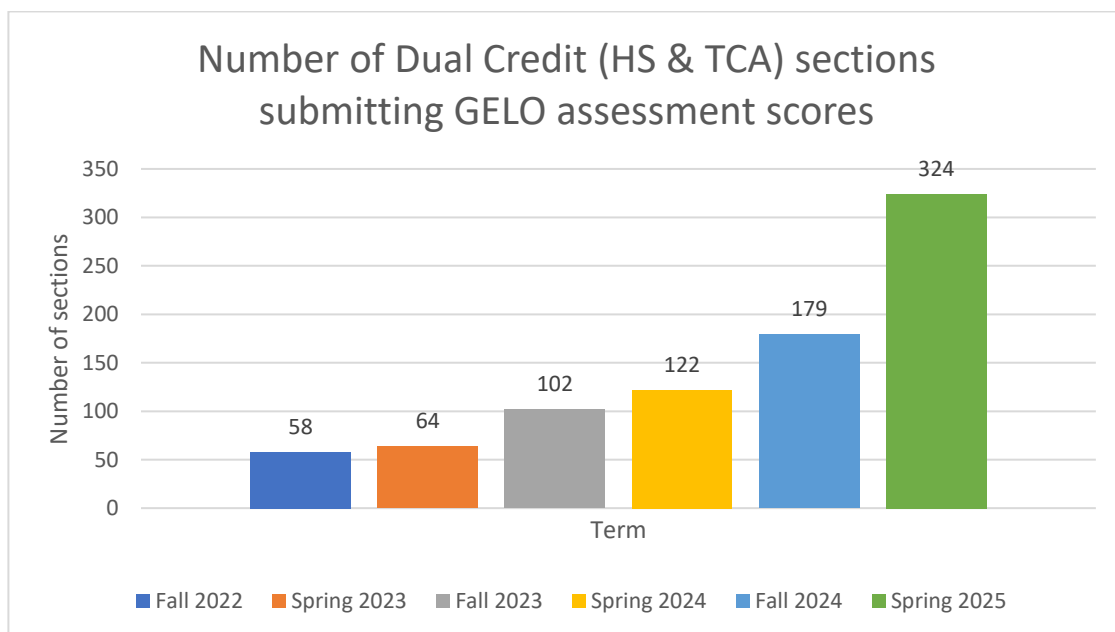
The members of the 2025-2026 Assessment Steering Committee are:

- Jennifer Euteneur, Instructor, Mathematics
- Casey Glassburner, Instructor, Surgical Technology
- Shawna Herwick, AVP of Accreditation and Strategic Initiatives
- Nikki Isemann, Instructor, Social Sciences
- Tammie Lang, Instructor, Business
- Selina Martinez, Administrative Director of Student Engagement
- Drake McNally, Instructor, Welding Technology

- Sara Pegram, Business Intelligence Developer, IT/IR
- Carolee Ritter, Dean of Arts and Sciences
- Ivette Trentini, Associate Dean
- Kevin Uhler, Associate Dean
- Janeen Ward, Instructor, Early Childhood Education
- Kim Waswick, Instructor, Computer Information Technology

Increasing faculty participation in GELO Assessment

SCC began its current process of assessing General Education Learning Outcomes (GELOs) in Fall 2021 with a small pilot group of only courses in GELO 1 (Speech Communication) and GELO 2 (Written Communication). Subsequent phases incorporated full-time faculty followed by part-time faculty. Incorporating dual credit instructors employed primarily by high schools into the assessment process has been the most challenging. A more concerted effort to onboard these instructors into the process began in 2024-2025. This included more direct communication from program chairs, SENCAP coordinators, and the Director of Assessment. A series of informational sessions were offered on Zoom to explain why the GELO assessment is important, how it works, and to demonstrate the process for reporting assessment scores in Canvas. These sessions were open to and attended by a full range of instructors, but were particularly useful for communicating with those instructors working in high schools throughout SCC's 15-county service area.



Analysis of GELO score data for learning improvement

The General Education Committee voted to change the schedule on which the General Education Learning Outcomes (GELOs) are assessed. Faculty are still expected to turn in their section-level assessment scores each semester, but rather than annually reviewing the data to identify areas for improvement, the data for each GELO will be reviewed on a 3-year cycle (two GELOs per year).

- In the first year of a cycle the faculty leads for that GELO will organize discussions of the data with the broader faculty teaching the courses in that area, identify areas in need of improvement and create a plan for improving learning at the course, department, or GELO-level.

- In the second year, faculty will implement changes and continue collecting assessment data.
- In the third year, the faculty will analyze the data again and report on the results of the changes.

The aim of this change is to allow for more thoughtful focus on improvements, more time for implementation, more substantive analysis, and greater faculty participation in the assessment process.

The report for 2025-2026 will contain the GELO assessment reports and improvement plans for GELO 1 and GELO 5.

Faculty development in using data for program improvement

In addition to the GELO Assessment information and training sessions mentioned above, SCC continues to promote faculty development opportunities to strengthen the use of data for program improvement.

In 2025, the offices of Institutional Research; Accreditation and Strategic Initiatives; and Assessment held a series of *Program Power-Up Workshops* to reinforce knowledge of the dashboard and to spark conversations about using data for improvement. These presentations included training on using SCC's data dashboard for instructional units. The Program Dashboard includes metrics for student enrollment, sections offered, course enrollment, course success rate, employee headcount, degrees granted, and graduate outcomes.

The *Program Power-Up* workshops also included training for faculty who teach courses in the general education core on the newly developed GELO Assessment data dashboard in Nuventive. This data tool combines the GELO assessment results submitted in Canvas with student records data from SCC's data warehouse. The dashboard allows users to filter and analyze assessment data based on course attributes, location, students' programs of study, and student demographics.

Curriculum mapping

The office of Assessment is currently working to ensure that all programs have an up-to-date curriculum map aligning their courses with the Program Learning Outcomes (PLOs) for all credentials offered. The goal is to have this completed by the end of 2026.

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.

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.

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.
- Mapping all General Education Learning Outcomes (GELOs) to the ILOs and analyzing course-level assessment of the SCC Core courses.
- Assessment of cocurricular learning outcomes. SCC defines cocurricular learning as learning outside the formal curriculum which contributes to students achieving the ILOs.
- 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.
- Analysis of licensure exams, including pass rates for those programs with licensure exams, to indicate students’ attainment of career readiness.
- 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 2025 results of these items are presented in Appendix A.

Program learning outcome results

These images below show 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.

2023-2024

Outcomes, Results, and Students Meeting Assessment by ILO

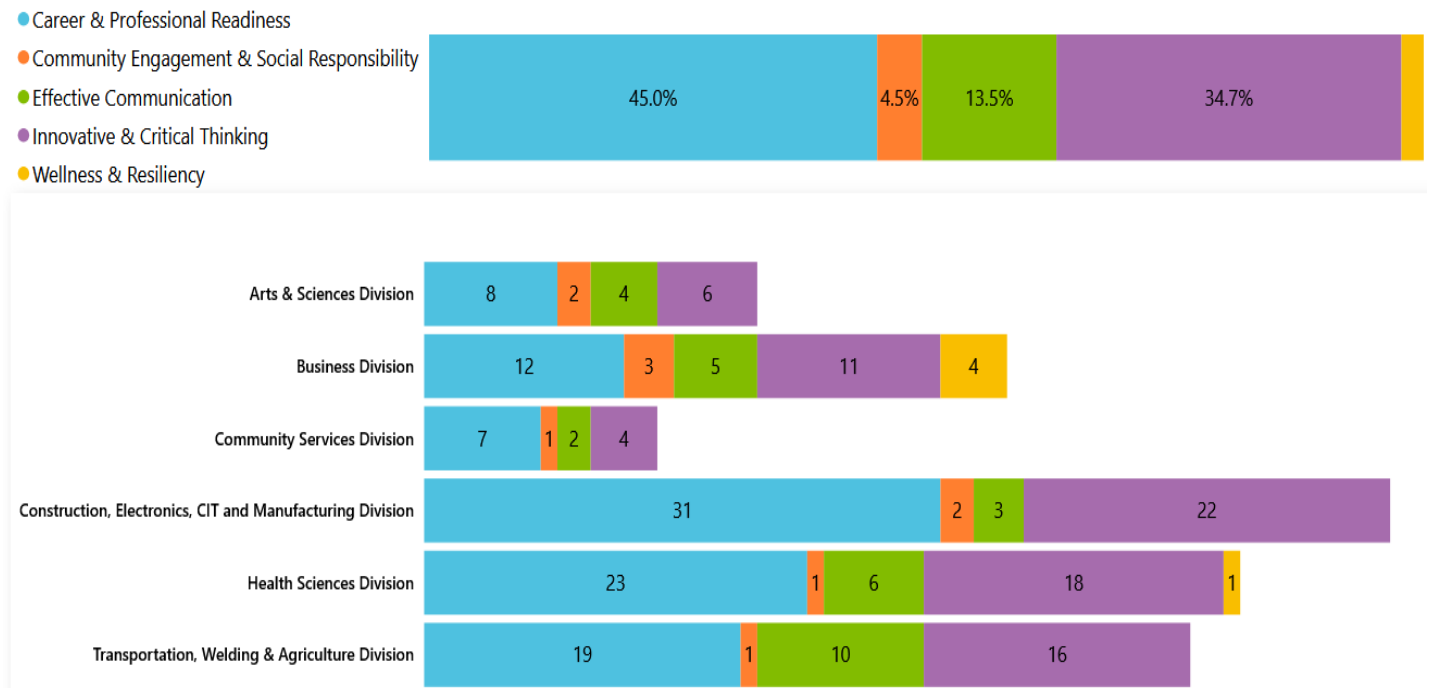
ILO	Program Outcomes	Results	Students Assessed	Students Meeting Assessment	% Students Meeting
☒ Career & Professional Readiness	120	142	6,110	4,914	80.4%
☒ Community Engagement & Social Responsibility	13	14	1,199	1,067	89.0%
☒ Effective Communication	33	36	2,141	1,555	72.6%
☒ Innovative & Critical Thinking	83	97	2,342	1,883	80.4%
☒ Wellness & Resiliency	3	3	34	34	100.0%
Total	149	176	6,939	5,621	81.0%

2024-2025

Outcomes, Results, and Students Meeting Assessment by ILO

ILO	Program Outcomes	Results	Students Assessed	Students Meeting Assessment	% Students Meeting
☒ Career & Professional Readiness	99	117	4,667	3,798	81.4%
☒ Community Engagement & Social Responsibility	10	11	1,526	1,234	80.9%
☒ Effective Communication	30	36	2,657	2,245	84.5%
☒ Innovative & Critical Thinking	77	97	4,729	3,830	81.0%
☒ Wellness & Resiliency	5	5	2,089	1,786	85.5%
Total	129	157	8,232	6,735	81.8%

The images below display the number of Program Learning Outcomes (PLOs) connected to each Institutional Learning Outcomes (ILO). The top bar chart aggregates data from all programs. The lower chart 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.



General Education Outcomes

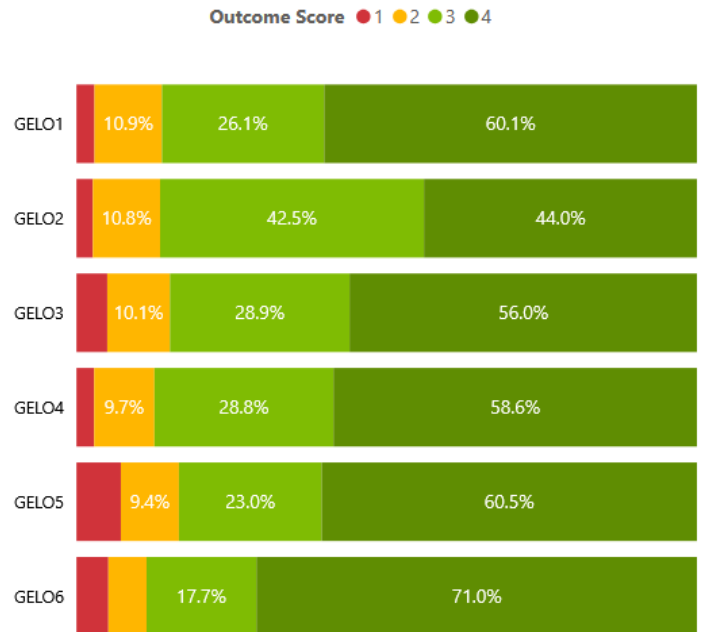
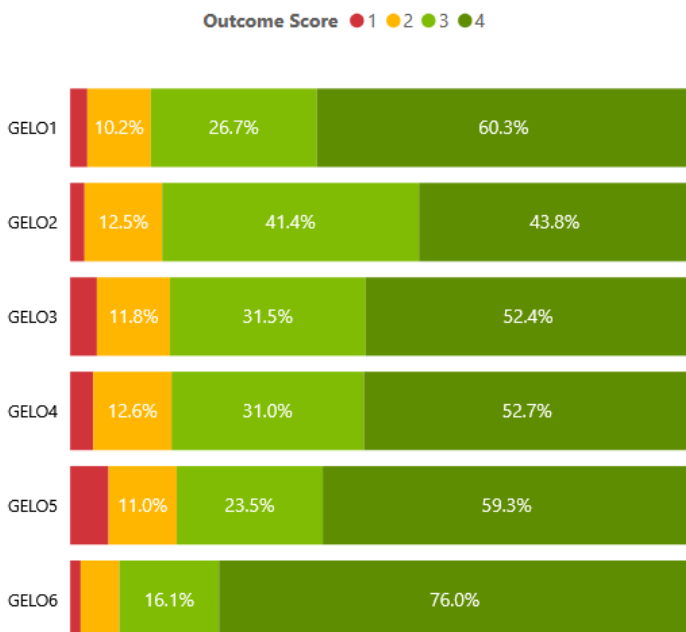
Each of the General Education Learning Outcomes (GELOs) is mapped to one of the Institutional Learning Outcomes, and has between four and seven measurable sub-outcomes. GELO assessment occurs in all courses in the SCC Core curriculum using a common rubric for each of the six GELOs. Refer to Appendix B to see all GELOs and their sub-outcomes.

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

The GELO Assessment results are viewable as PowerBI images in Nuventive. The images below show the aggregated percentage of all reported scores that received each of the possible four assessment outcome scores for each of the six General Education Learning Outcomes. A score of 3 or 4 is considered to demonstrate competency. Specific results for each GELO can be found in the General Education section of this report.

2023-2024

2024-2025



Cocurricular Learning Outcomes Assessment

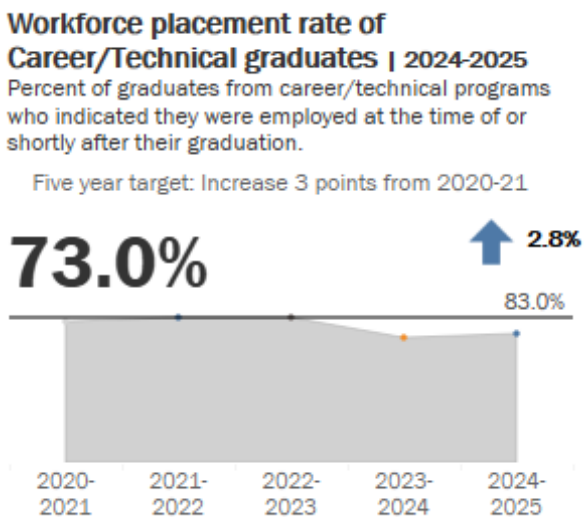
Southeast Community College defines *cocurricular learning* as “purposeful and assessable learning that complements (but occurs outside of) the formal curriculum, and which contributes to students’ achievement of SCC’s Institutional Learning Outcomes.” ([SCC Procedure C-6a](#))

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 2023-2024 and 2024-2025:

- Annual Speech Contest
- Federal Work Study
- International Education Week
- SkillsUSA
- Social Science Research Day
- Student Organizations
- TRiO/Student Support Services

Workforce Placement Rates



Credentialing Exam Pass Rates

Academic Program	Credentialing Exam Pass Rates (updated 10/2025)
A.A.S. – Associate Degree Nursing (ADN)	93% (2024) (NCLEX-RN Exam)
<i>Dip.</i> – Dental Assisting	96% (2023-24) (CDA Exam)
<i>Dip.</i> – Medical Assisting	57% (2025) (CMA Exam)
A.A.S. – Medical Laboratory Technology	100% (2024) (BOC Exam)
A.A.S. / <i>Dip.</i> – Paramedic	100% (2024) (National Registry Paramedic State Exam)
<i>Dip.</i> – Pharmacy Technician	67% (2025) (PTCB Exam)
A.A.S. – Physical Therapist Assistant	97% (2024-2024) (NPTE Exam 2-year ultimate pass rate) 75% (2023-2024) (NPTE Exam 2-year first attempt pass rate)
<i>Cert.</i> – Polysomnographic Technology	100% (2025) (RPSGT Exam)
<i>Dip.</i> – Practical Nursing	92.2% (2024) (NCLEX-PN Exam, First-time takers)
A.A.S. – Radiologic Technology	100% (2024) (ARRT Exam, Five-year rate)
A.A.S. – Respiratory Care	90% (2025) (RRT Exam)
<i>Cert.</i> – Surgical First Assist	100% (2024) (CSFA Exam)
A.A.S. – Surgical Technology	97% (2024) (CST Exam)

General Education Learning Outcomes (GELO) Assessment

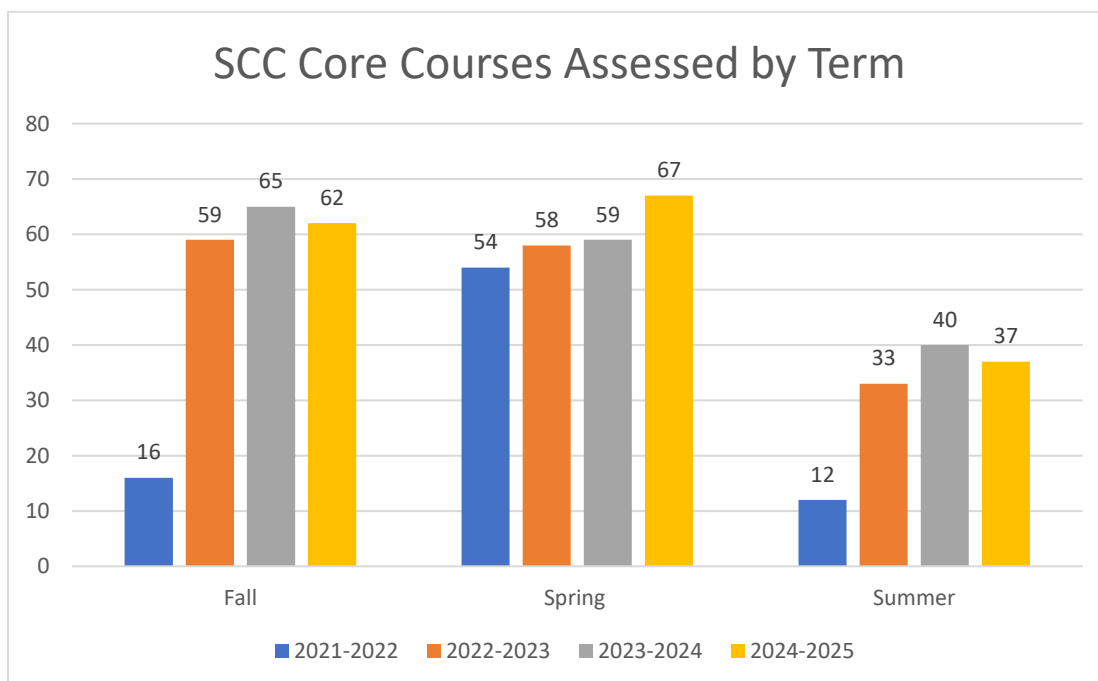
SCC assessed its [General Education Core](#) at the course level. All faculty teaching sections of courses in the Core are expected to assess the learning outcomes for GELO area(s) the course is aligned with. (See Appendix C for a full list of outcomes for all six GELOs).

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 rubrics developed by the General Education Team, and results are 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. This data tool combines the GELO assessment results submitted in Canvas with student records data from SCC's data warehouse, allowing users to filter and analyze the data based on course attributes, location, students' programs of study, and student demographics.

Faculty sub-team leaders for each GELO area present the aggregated data to the faculty teaching in that area, lead a discussion to analyze the results and identify recommendations for improving student learning.

The members of the 2024-2025 General Education Team were:

- Alexandra Perez, Speech instructor
- Carrie Campbell, Developmental Math instructor
- Jennifer Euteneuer, Math Instructor
- Janet Scott, Business instructor
- Nikki Isemann, Social Science instructor
- Tammie Lang, Business instructor
- Melissa Oerman, Culinary/Hospitality instructor
- David Reynolds, Science instructor
- Phip Ross, English instructor
- Kristin Ruiz, Practical Nursing instructor

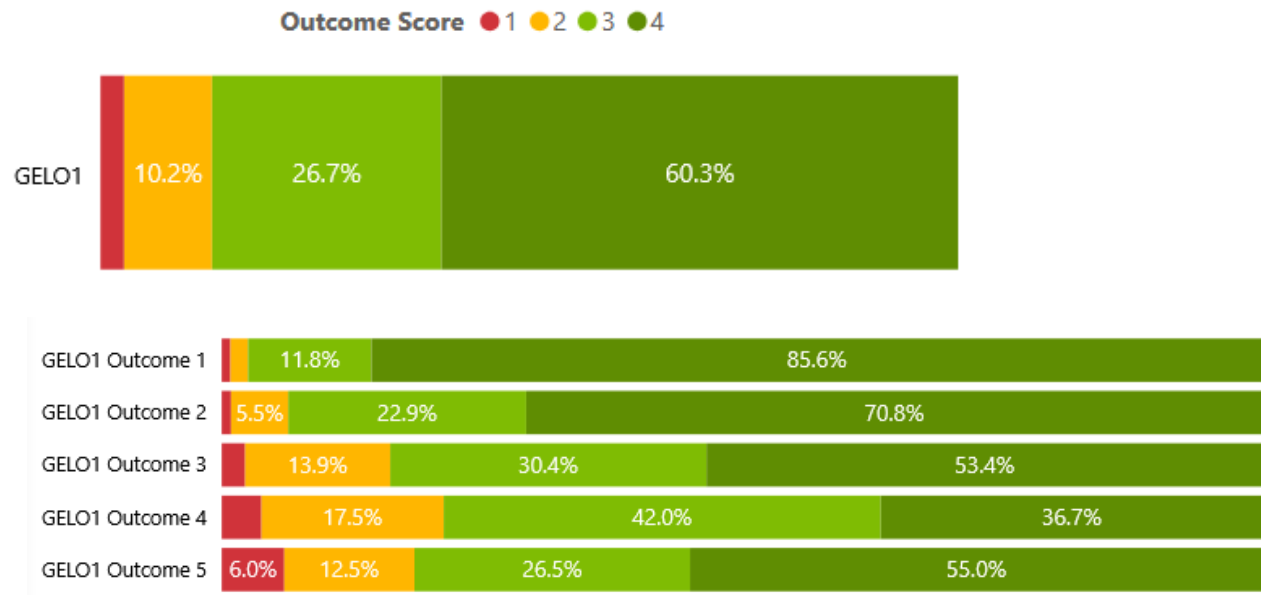


GELO Outcomes, by GELO

GELO 1: Speech Communication (ILO: Effective Communication)

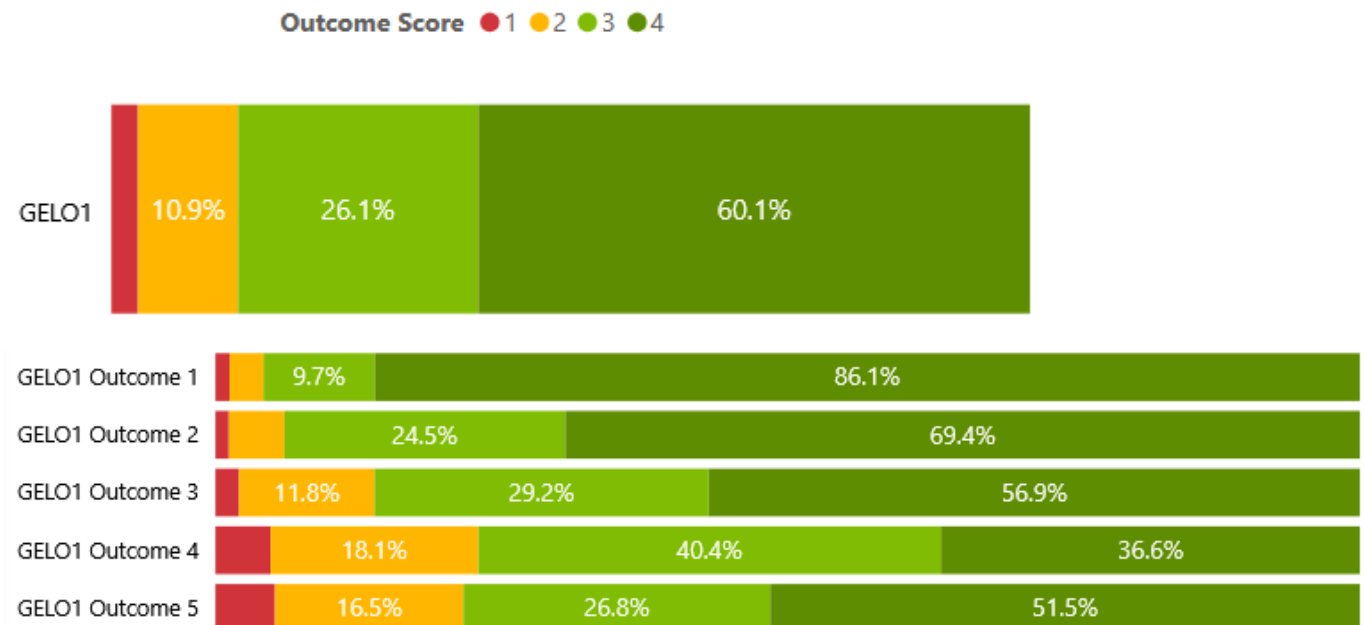
2023-2024

by GELO and Outcome



2024-2025

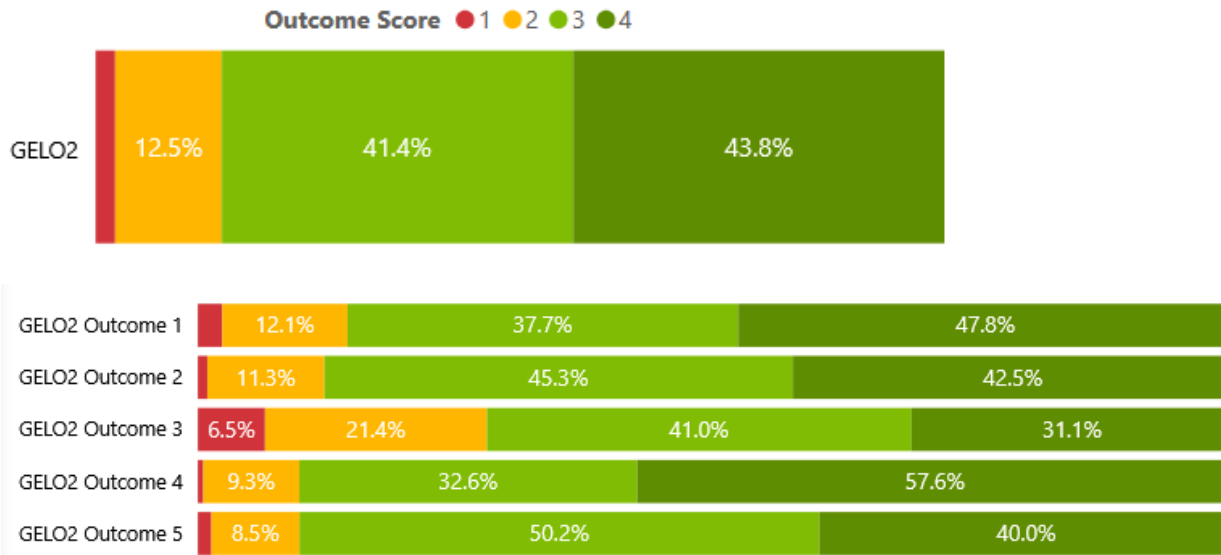
by GELO and Outcome



GELO 2: Written Communication (ILO: Effective Communication)

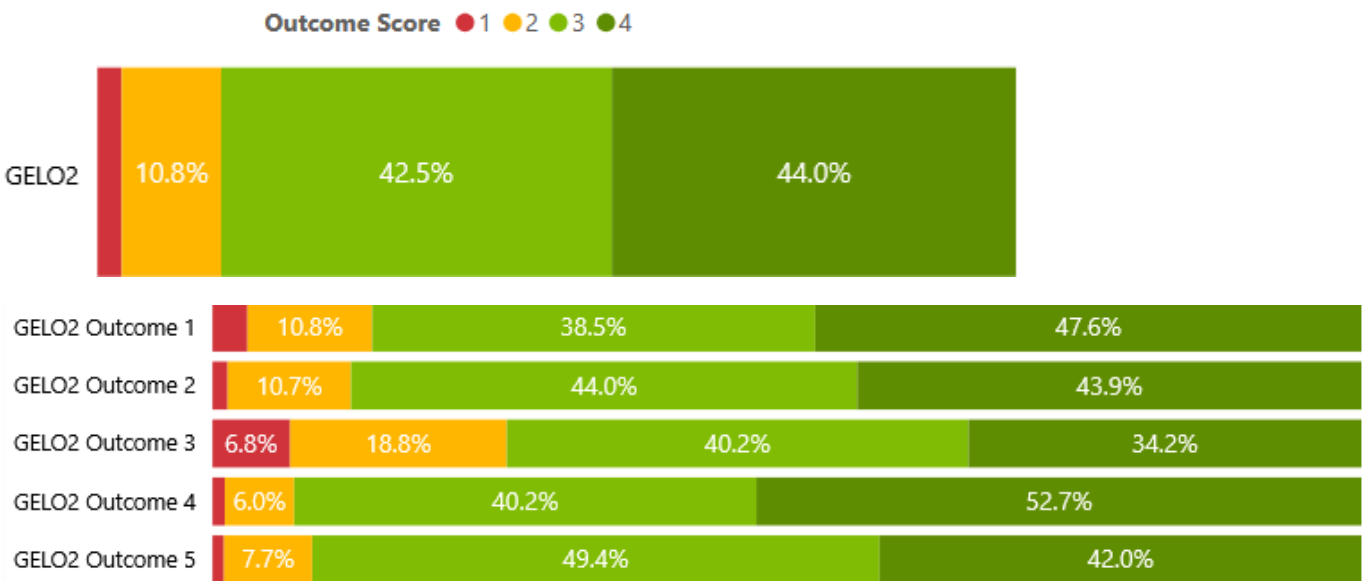
2023-2024

by GELO and Outcome



2024-2025

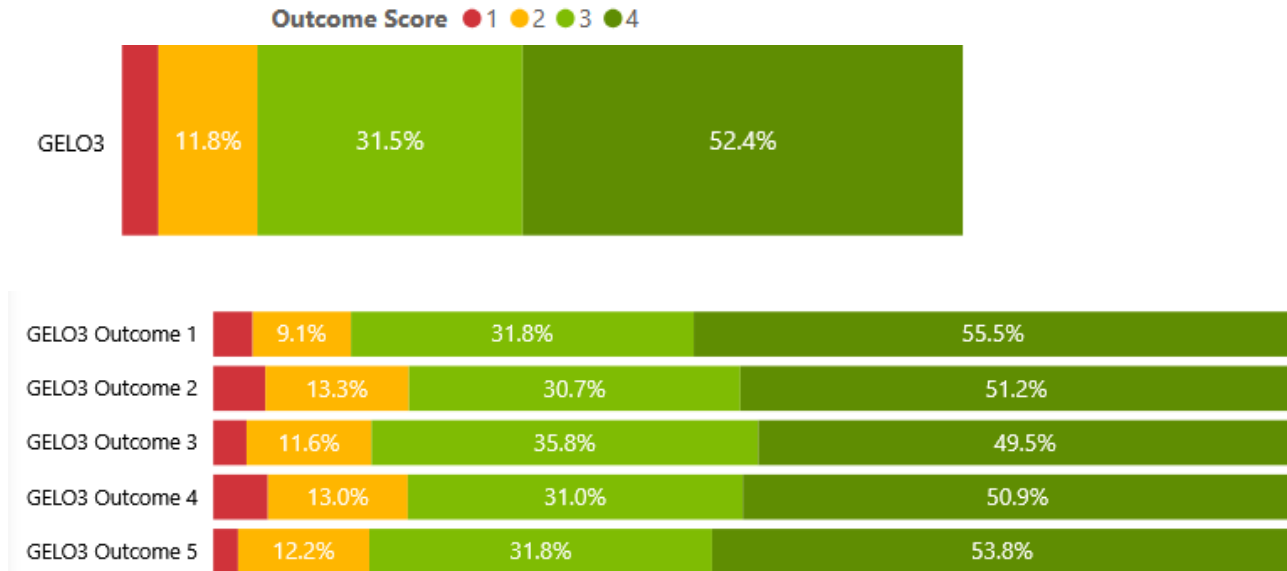
by GELO and Outcome



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

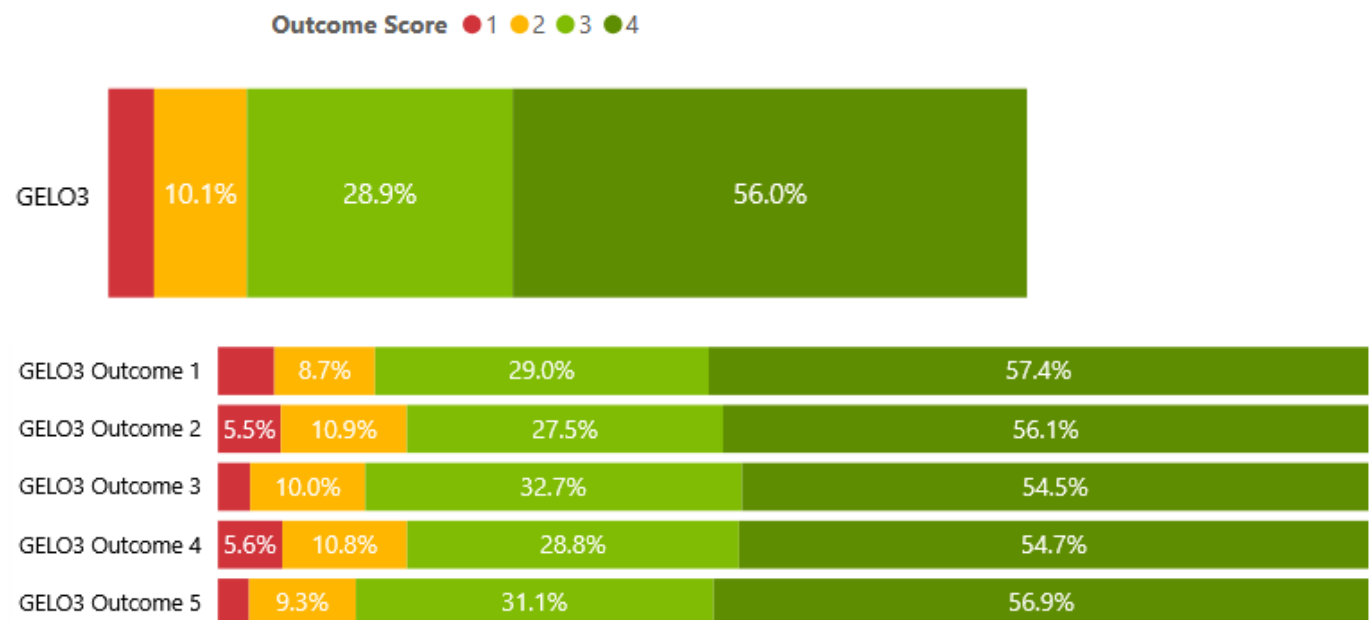
2023-2024

by GELO and Outcome



2024-2025

by GELO and Outcome

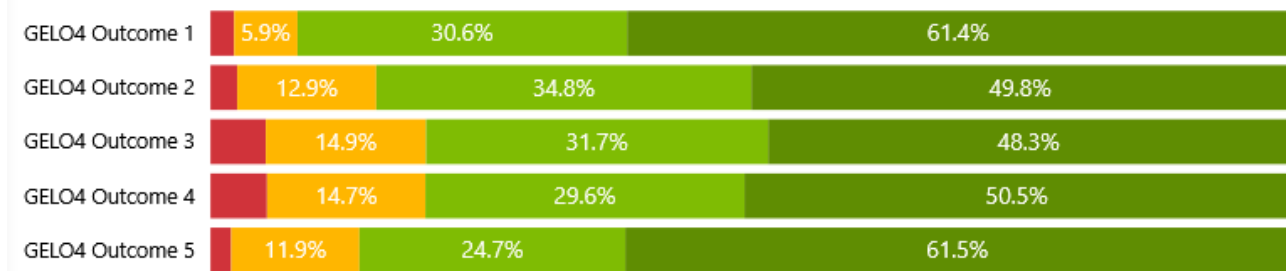


GELO 4: Global Awareness & Citizenship (ILO: Community Engagement and Social Responsibility)

2023-2024

by GELO and Outcome

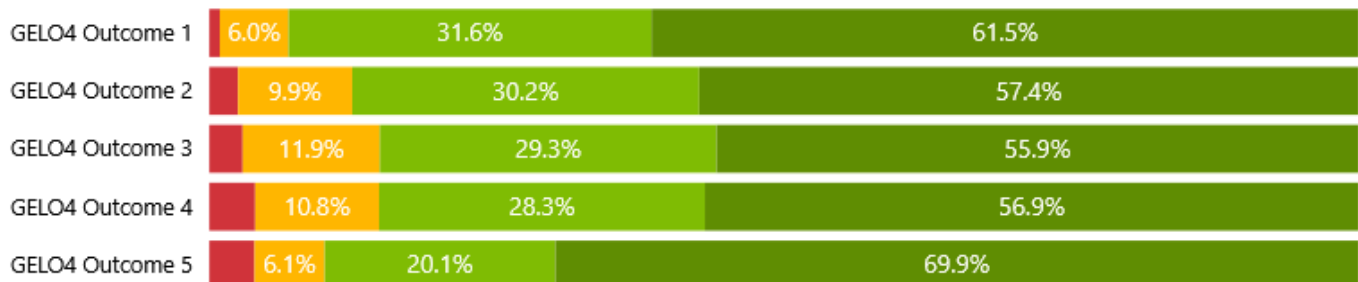
Outcome Score ● 1 ● 2 ● 3 ● 4



2024-2025

by GELO and Outcome

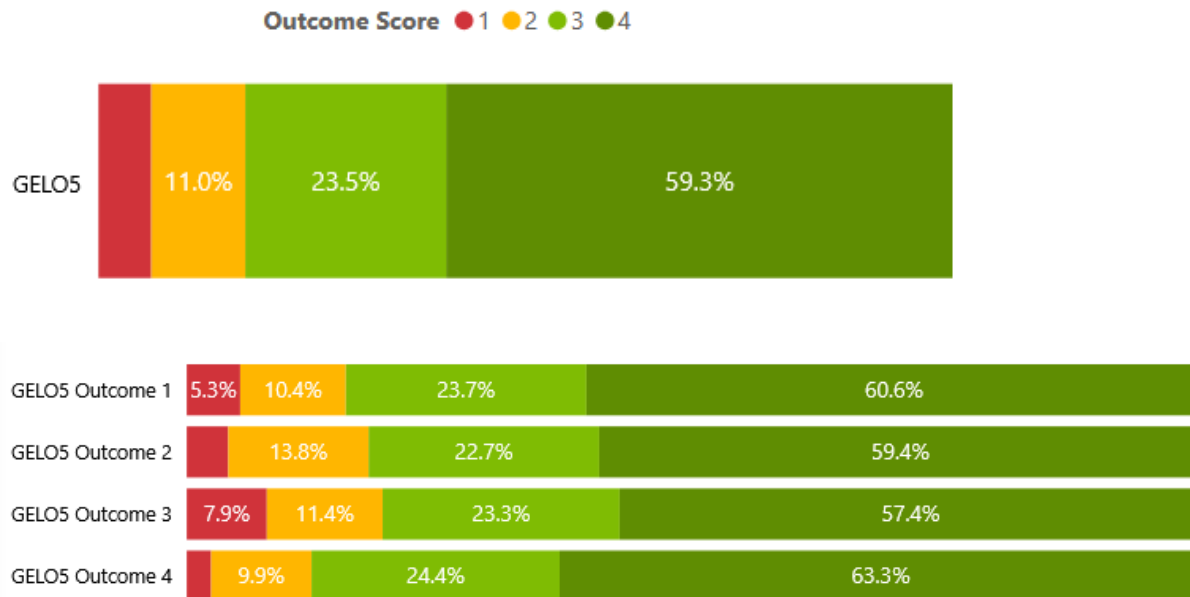
Outcome Score ● 1 ● 2 ● 3 ● 4



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

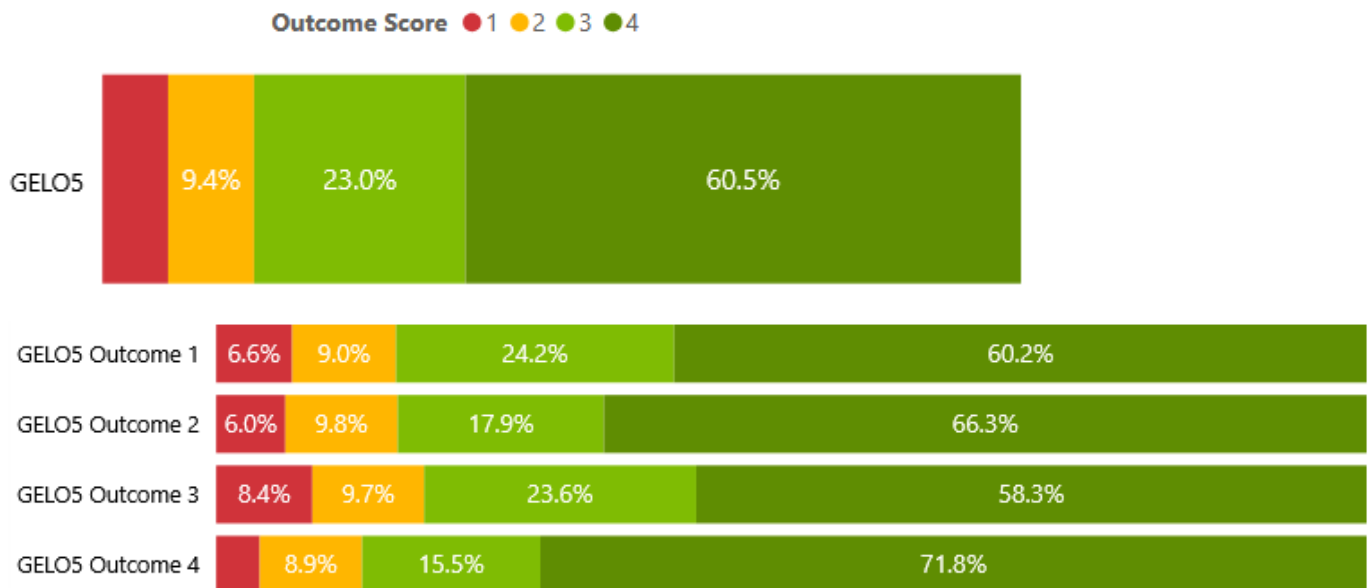
2023-2024

by GELO and Outcome



2024-2025

by GELO and Outcome

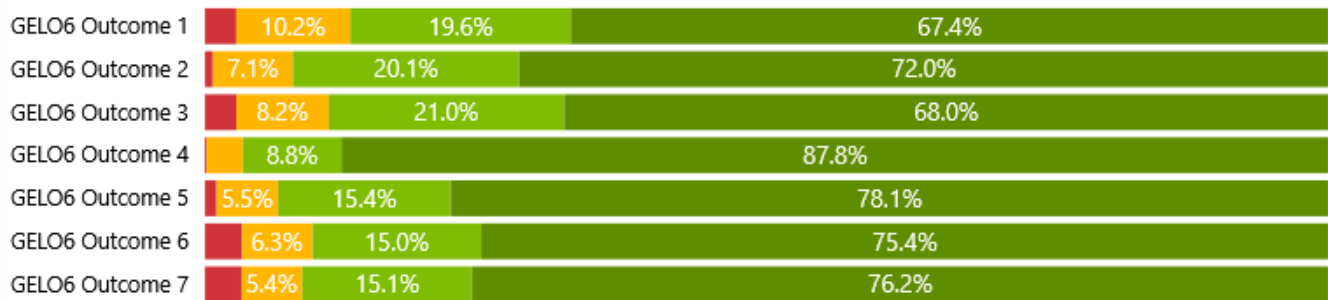


GELO 6: Career & Life Skills (Career & Professional Readiness)

2023-2024

by GELO and Outcome

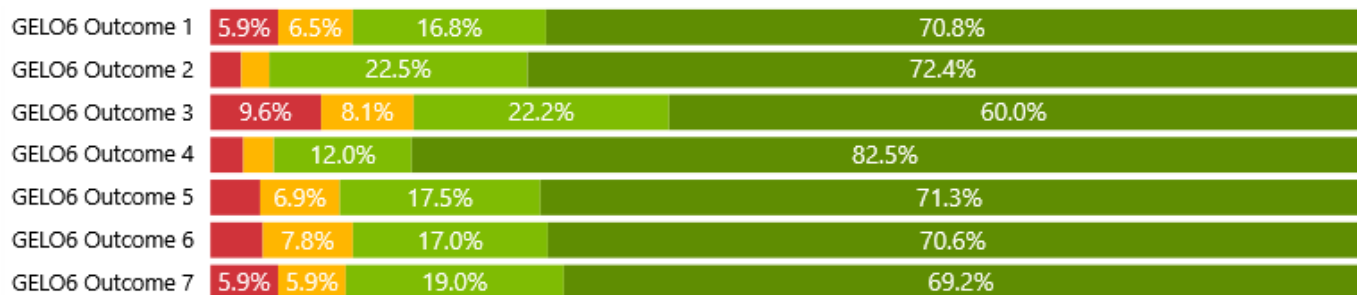
Outcome Score ● 1 ● 2 ● 3 ● 4



2024-2025

by GELO and Outcome

Outcome Score ● 1 ● 2 ● 3 ● 4



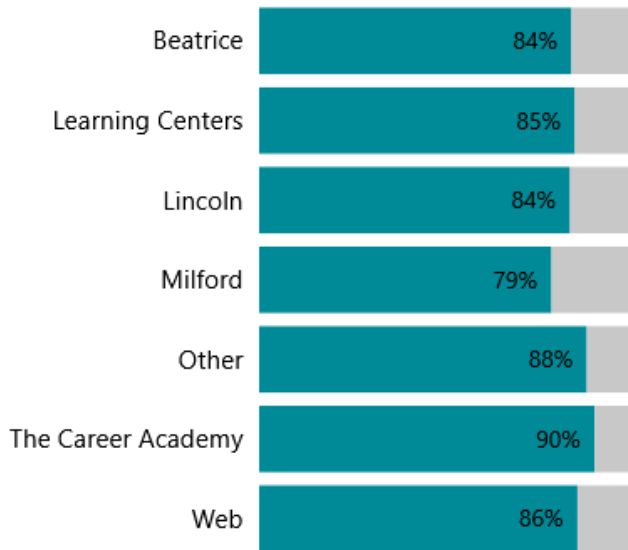
Percent of students attaining competency, by course attribute

All GELOs, all years assessed

By Location:

Percent of Scores by Location

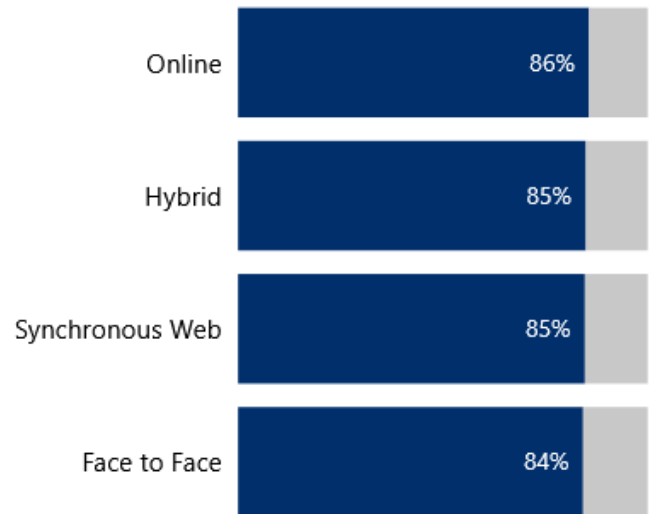
● Outcome Scores = 3 or 4 ● Outcome Scores = 1 or 2



By Delivery Method:

Percent of Scores by Delivery Method

● Outcome Scores = 3 or 4 ● Outcome Scores = 1 or 2

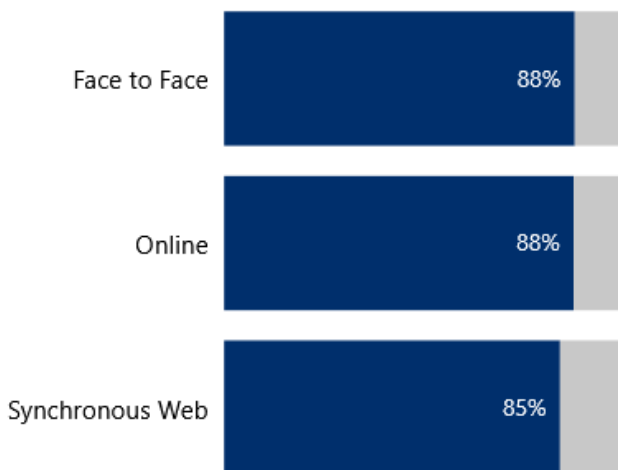


Dual Credit vs. Non-Dual Credit

Dual Credit

Percent of Scores by Delivery Method

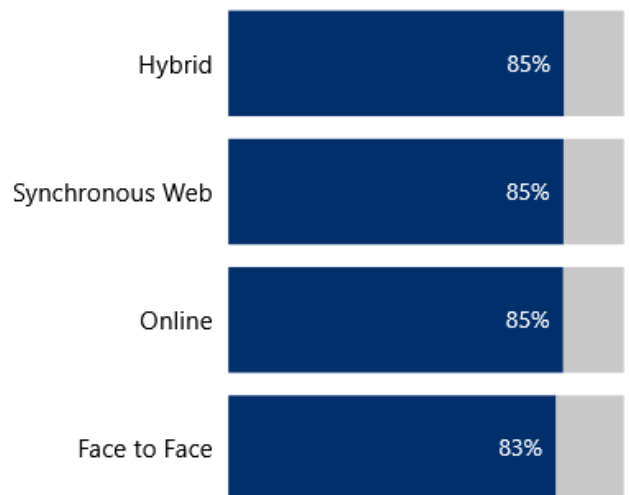
● Outcome Scores = 3 or 4 ● Outcome Scores = 1 or 2



Non-Dual Credit

Percent of Scores by Delivery Method

● Outcome Scores = 3 or 4 ● Outcome Scores = 1 or 2



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).

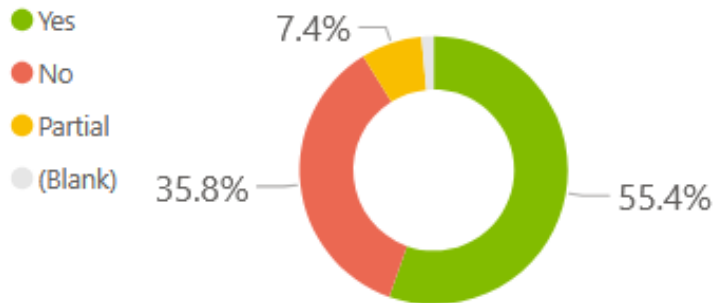
All programs' assessment results and processes are peer reviewed annually by the 5 members of the Faculty Peer Review Team.

Below are data visualization showing:

- The percentage of assessed program learning outcomes for which students met the designated benchmark
- The breakdown of types of assessments used assess program learning outcomes
- 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.

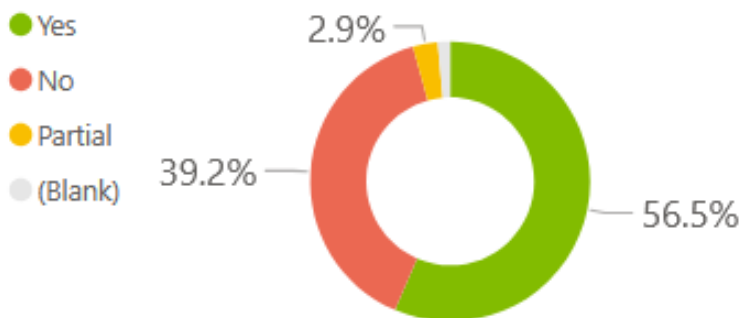
2023-2024

Results by Benchmark Met



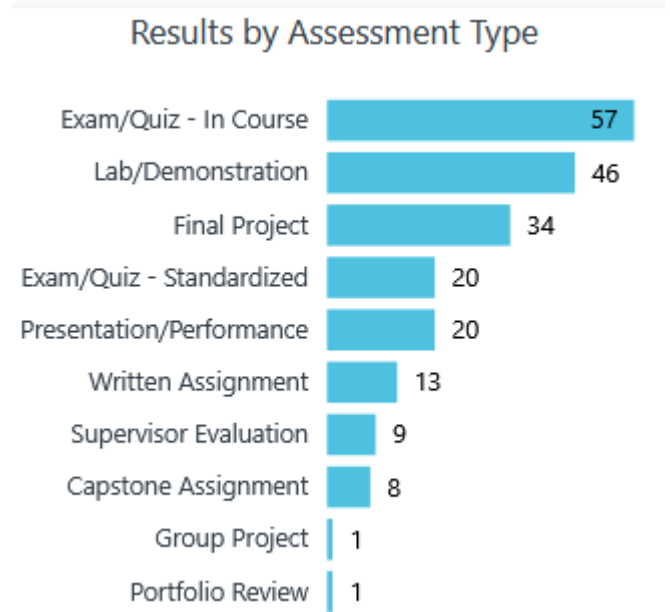
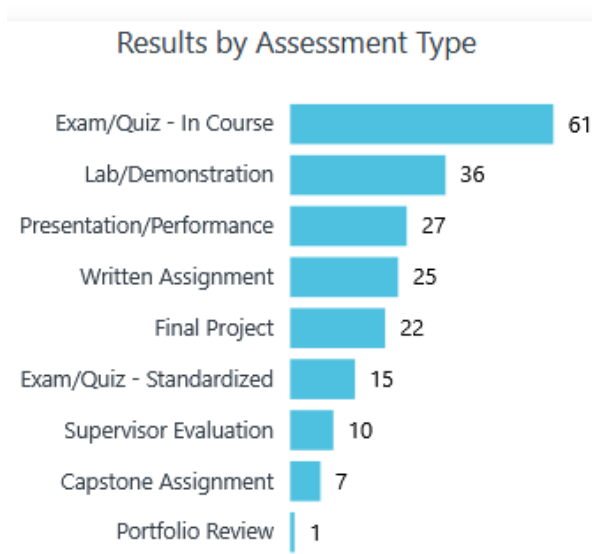
2024-2025

Results by Benchmark Met



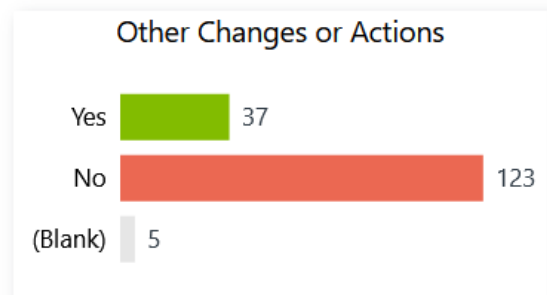
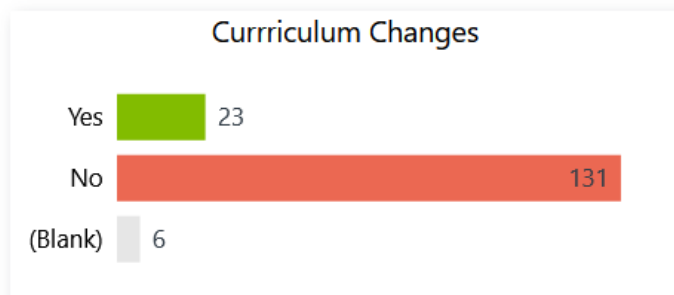
2023-2024 – Program Assessment Tools

2024-2025 – Program Assessment Tools

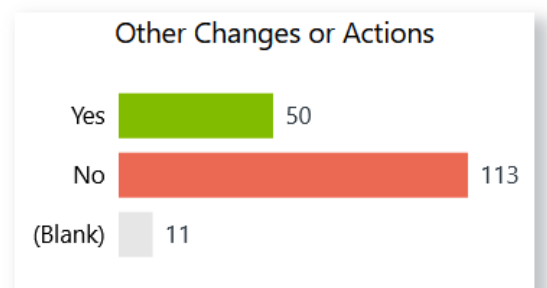
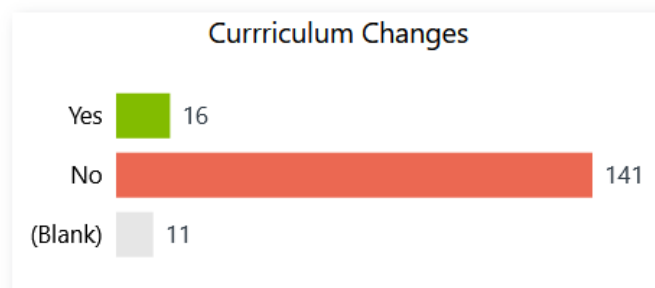


Assessed Programs Learning Outcomes for which curriculum or other changes were identified

2023-2024



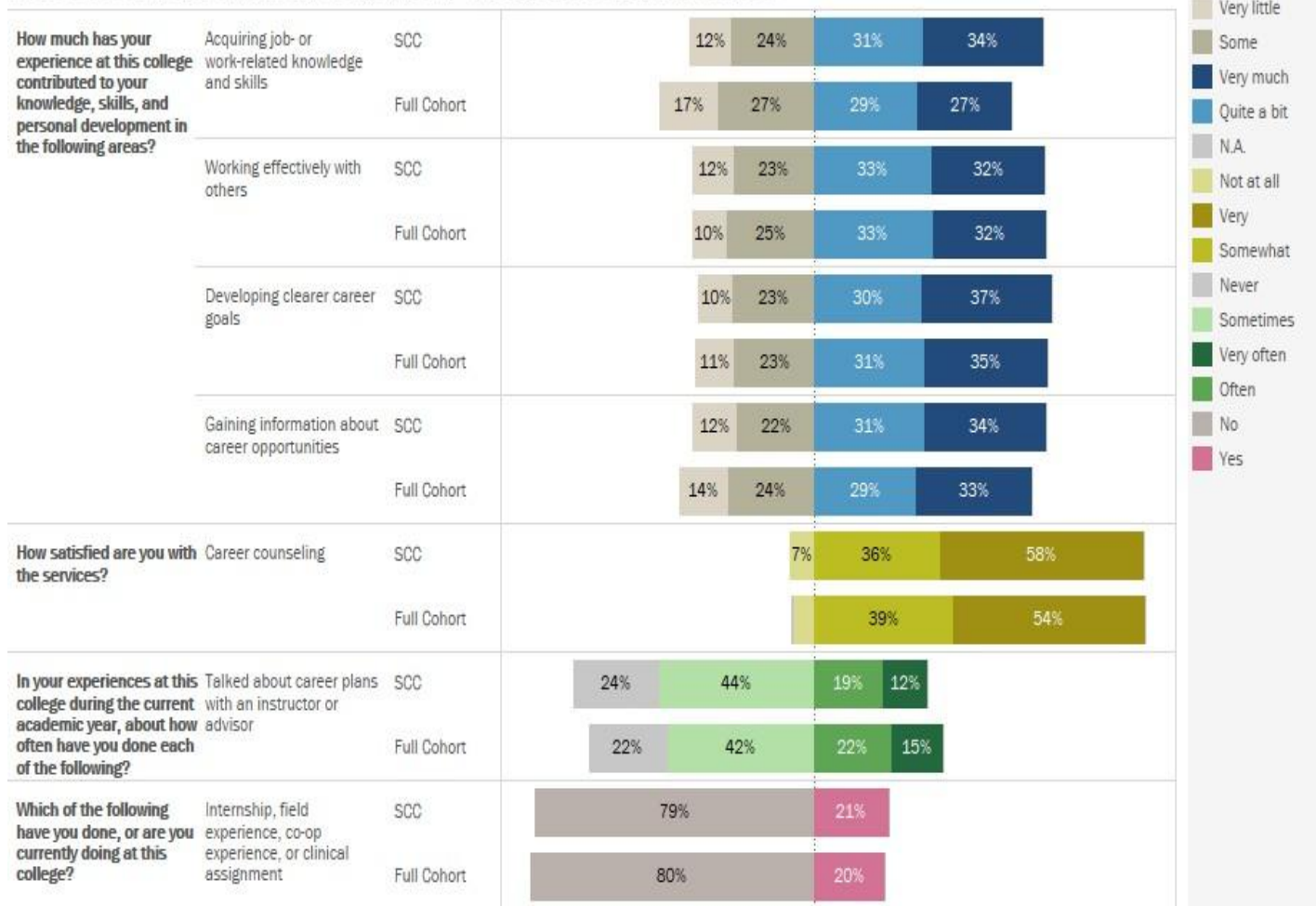
2024-2025



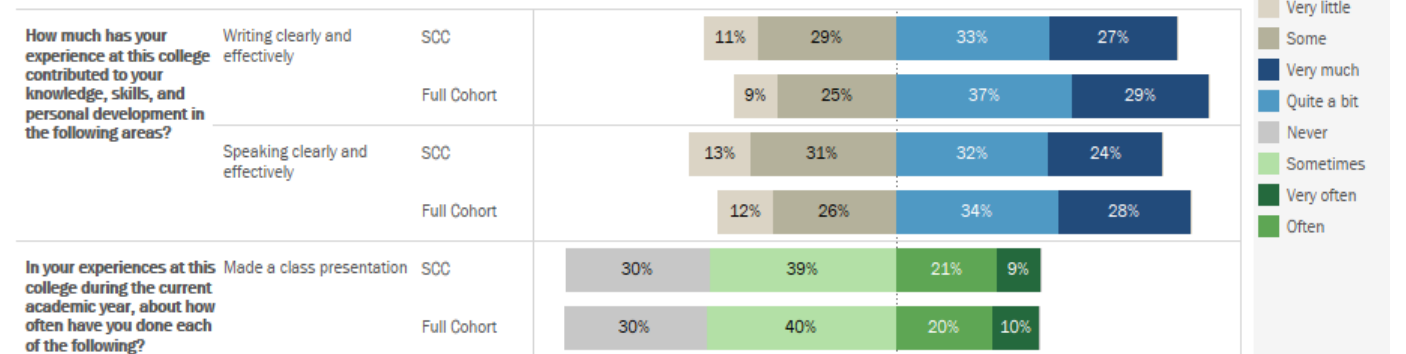
Appendix A: 2025 Community College Survey of Student Engagement (CCSSE)

Results mapped to Southeast Community College’s Institutional Learning Outcomes

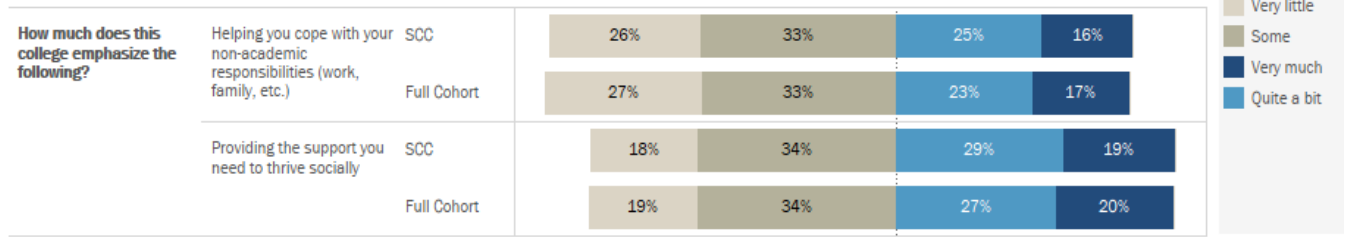
CCSSE 2025 and ILOs with Peer Comparison | Career/Professional Readiness



CCSSE 2025 and ILOs with Peer Comparison | Effective Communication



CCSSE 2025 and ILOs with Peer Comparison | **Wellness and Resilience**



Appendix B - Attainment of Institutional Learning Outcomes by program 2023-2024

Outcomes, Results, and Students Meeting Assessment by ILO

ILO	Program Outcomes	Results	Students Assessed	Students Meeting Assessment	% Students Meeting
☐ Career & Professional Readiness	120	142	6,110	4,914	80.4%
☐ Community Engagement & Social Responsibility	13	14	1,199	1,067	89.0%
☐ Effective Communication	33	36	2,141	1,555	72.6%
☐ Innovative & Critical Thinking	83	97	2,342	1,883	80.4%
☐ Wellness & Resiliency	3	3	34	34	100.0%
Total	149	176	6,939	5,621	81.0%

Program Detail by ILO

Outcomes, Results, and Students Meeting Assessment by ILO

ILO	Program Outcomes	Results	Students Assessed	Students Meeting Assessment	% Students Meeting
☐ Career & Professional Readiness	120	142	6,110	4,914	80.4%
Instruction - Adult & Juvenile Services and Corrections	1	1	60	53	88.3%
Instruction - Agriculture Management & Production	2	2	75	66	88.0%
Instruction - Associate Degree Nursing	3	3	132	79	59.8%
Instruction - Auto Collision Repair Technology	1	1	19	17	89.5%
Instruction - Automotive Technology	2	2	90	75	83.3%
Instruction - Baking and Pastry	1	2	7	5	71.4%
Instruction - Biotechnology	5	3	36	25	69.4%
Instruction - Building Construction	5	5	135	119	88.1%
Instruction - Business	6	16	2,897	2,393	82.6%
Instruction - Computer Information Technology	7	13	485	388	80.0%
Instruction - Culinary/Hospitality	1	2	7	6	85.7%
Instruction - Deere Construction & Forestry Equipment	3	3	36	15	41.7%
Instruction - Diesel Ag Equipment Service Tech	2	2	52	47	90.4%
Instruction - Diesel Technology - Truck	2	3	66	48	72.7%
Instruction - Dietary Manager	1	2	7	3	42.9%
Instruction - Early Childhood Education	4	7	228	177	77.6%
Instruction - Electrical & Electromechanical Technology	3	5	172	121	70.3%
Instruction - Electrician Construction (IBEW)	1	1	10	9	90.0%
Instruction - Energy Generation Operations	4	3	31	29	93.5%
Instruction - Ford - Auto Student Service Ed Training Program (ASSET)	2	2	20	17	85.0%
Instruction - General Motors (ASEP)	2	1	17	15	88.2%
Instruction - Geographic Information Systems Technician (GIS)	4	4	34	27	79.4%
Instruction - Graphic Design Media Arts	2	2	34	28	82.4%
Instruction - Heating, Ventilation, AC & Refrig Technology	2	1	34	28	82.4%
Instruction - Horticulture & Turfgrass Management	2	2	12	9	75.0%
Instruction - Land Surveying/GIS/Civil Engineering Tech	3	3	16	15	93.8%
Instruction - Law Enforcement & Homeland Security	1	1	18	9	50.0%
Instruction - Livestock Management & Production	2	2	53	48	90.6%
Instruction - Long Term Care Administration	2	2	0	0	0.0%
Instruction - Manufacturing Engineering Technology	4	6	60	39	65.0%
Instruction - Medical Assisting	1	1	24	20	83.3%
Instruction - Medical Laboratory Technology	2	2	24	23	95.8%
Instruction - Nondestructive Testing Technology	3	3	45	37	82.2%
Instruction - Office Professional	5	5	103	92	89.3%
Instruction - Pharmacy Technician	6	3	26	19	73.1%
Instruction - Physical Therapist Assistant	3	4	59	46	78.0%
Instruction - Plumbing Technology	1	1	6	6	100.0%
Instruction - Practical Nursing	2	2	124	55	44.4%
Instruction - Precision Agriculture	1	1	78	69	88.5%
Instruction - Precision Machining and Automation Technology	2	1	13	8	61.5%
Instruction - Professional Truck Driver Training	2	3	450	405	90.0%
Instruction - Radiologic Technology	1	3	85	71	83.5%
Instruction - Respiratory Care	6	4	80	78	97.5%
Instruction - Surgical First Assist	1	1	10	7	70.0%
Instruction - Surgical Technology	2	4	84	60	71.4%
Instruction - Welding Technology	2	2	56	8	14.3%

☐ Community Engagement & Social Responsibility	13	14	1,199	1,067	89.0%
Instruction - Agriculture Management & Production	1	1	52	0	0.0%
Instruction - Associate Degree Nursing	1	1	44	25	56.8%
Instruction - Business	1	1	686	676	98.5%
Instruction - Early Childhood Education	1	1	26	26	100.0%
Instruction - Geographic Information Systems Technician (GIS)	4	4	34	27	79.4%
Instruction - Graphic Design Media Arts	1	1	17	12	70.6%
Instruction - Law Enforcement & Homeland Security	1	1	18	9	50.0%
Instruction - Office Professional	1	1	13	13	100.0%
Instruction - Pharmacy Technician	1	1	9	9	100.0%
Instruction - Professional Truck Driver Training	1	2	300	270	90.0%

Outcomes, Results, and Students Meeting Assessment by ILO

ILO	Program Outcomes	Results	Students Assessed	Students Meeting Assessment	% Students Meeting
☐ Effective Communication	33	36	2,141	1,555	72.6%
Instruction - Adult & Juvenile Services and Corrections	1	1	60	53	88.3%
Instruction - Agriculture Management & Production	2	2	106	50	47.2%
Instruction - Associate Degree Nursing	1	1	44	26	59.1%
Instruction - Auto Collision Repair Technology	1	1	19	17	89.5%
Instruction - Automotive Technology	1	1	62	47	75.8%
Instruction - Biotechnology	2	1	16	15	93.8%
Instruction - Building Construction	2	2	52	46	88.5%
Instruction - Business	1	1	1,070	705	65.9%
Instruction - Computer Information Technology	1	3	79	65	82.3%
Instruction - Diesel Ag Equipment Service Tech	2	2	52	47	90.4%
Instruction - Diesel Technology - Truck	2	3	66	48	72.7%
Instruction - Electrical & Electromechanical Technology	1	1	64	60	93.8%
Instruction - Ford - Auto Student Service Ed Training Program (ASSET)	2	2	20	17	85.0%
Instruction - General Motors (ASEP)	2	1	17	15	88.2%
Instruction - Manufacturing Engineering Technology	1	1	11	4	36.4%
Instruction - Medical Laboratory Technology	1	1	12	12	100.0%
Instruction - Office Professional	3	3	94	88	93.6%
Instruction - Pharmacy Technician	1	1	9	9	100.0%
Instruction - Practical Nursing	1	1	95	95	100.0%
Instruction - Radiologic Technology	1	2	70	62	88.6%
Instruction - Respiratory Care	1	1	25	25	100.0%
Instruction - Surgical Technology	1	2	42	41	97.6%
Instruction - Welding Technology	2	2	56	8	14.3%

☐ Innovative & Critical Thinking	83	97	2,342	1,883	80.4%
Instruction - Adult & Juvenile Services and Corrections	1	1	60	53	88.3%
Instruction - Agriculture Management & Production	1	1	21	16	76.2%
Instruction - Associate Degree Nursing	1	1	44	28	63.6%
Instruction - Auto Collision Repair Technology	2	2	38	32	84.2%
Instruction - Baking and Pastry	1	2	7	5	71.4%
Instruction - Biotechnology	2	1	16	15	93.8%
Instruction - Building Construction	5	5	135	119	88.1%
Instruction - Business	1	4	461	379	82.2%
Instruction - Computer Information Technology	6	9	385	315	81.8%
Instruction - Culinary/Hospitality	1	2	7	6	85.7%
Instruction - Deere Construction & Forestry Equipment	3	3	36	15	41.7%
Instruction - Dental Assisting	2	0			
Instruction - Diesel Ag Equipment Service Tech	2	2	52	47	90.4%
Instruction - Diesel Technology - Truck	2	3	66	48	72.7%
Instruction - Dietary Manager	1	2	7	3	42.9%
Instruction - Early Childhood Education	2	3	86	64	74.4%
Instruction - Electrical & Electromechanical Technology	3	5	200	168	84.0%
Instruction - Electrician Construction (IBEW)	2	4	66	64	97.0%
Instruction - Electronic Systems Technology	2	2	40	33	82.5%
Instruction - Energy Generation Operations	1	1	6	6	100.0%
Instruction - Ford - Auto Student Service Ed Training Program (ASSET)	2	2	20	17	85.0%
Instruction - General Motors (ASEP)	2	1	17	15	88.2%
Instruction - Geographic Information Systems Technician (GIS)	4	4	34	27	79.4%
Instruction - Graphic Design Media Arts	1	1	17	12	70.6%
Instruction - John Deere Tech	3	3	107	92	86.0%
Instruction - Land Surveying/GIS/Civil Engineering Tech	3	3	16	15	93.8%
Instruction - Long Term Care Administration	2	2	0	0	0.0%
Instruction - Manufacturing Engineering Technology	3	5	49	28	57.1%
Instruction - Medical Laboratory Technology	1	1	12	12	100.0%
Instruction - Office Professional	2	2	19	14	73.7%
Instruction - Physical Therapist Assistant	3	4	59	46	78.0%
Instruction - Polysomnographic Technician	5	5	23	17	73.9%
Instruction - Radiologic Technology	1	3	78	66	84.6%
Instruction - Respiratory Care	6	4	80	78	97.5%
Instruction - Surgical First Assist	2	2	22	20	90.9%
Instruction - Welding Technology	2	2	56	8	14.3%

Wellness & Resiliency	3	3	34	34	100.0%
Instruction - Medical Laboratory Technology	1	1	12	12	100.0%
Instruction - Office Professional	1	1	13	13	100.0%
Instruction - Pharmacy Technician	1	1	9	9	100.0%

2024-2025

Outcomes, Results, and Students Meeting Assessment by ILO

ILO	Program Outcomes	Results	Students Assessed	Students Meeting Assessment	% Students Meeting
☐ Career & Professional Readiness	99	117	4,667	3,798	81.4%
☐ Community Engagement & Social Responsibility	10	11	1,526	1,234	80.9%
☐ Effective Communication	30	36	2,657	2,245	84.5%
☐ Innovative & Critical Thinking	77	97	4,729	3,830	81.0%
☐ Wellness & Resiliency	5	5	2,089	1,786	85.5%
Total	129	157	8,232	6,735	81.8%

Program Detail by ILO

Outcomes, Results, and Students Meeting Assessment by ILO

ILO	Program Outcomes	Results	Students Assessed	Students Meeting Assessment	% Students Meeting
☐ Career & Professional Readiness	99	117	4,667	3,798	81.4%
Instruction - Accounting	1	0			
Instruction - Adult & Juvenile Services and Corrections	1	1	67	74	110.4%
Instruction - Agriculture Management & Production	2	2	102	88	86.3%
Instruction - Associate Degree Nursing	3	3	137	69	50.4%
Instruction - Auto Collision Repair Technology	1	1	15	12	80.0%
Instruction - Baking and Pastry	2	2	24	21	87.5%
Instruction - Biotechnology	3	3	18	11	61.1%
Instruction - Building Construction	3	3	58	49	84.5%
Instruction - Business	4	6	2,032	1,682	82.8%
Instruction - Computer Information Technology	7	13	526	410	77.9%
Instruction - Culinary/Hospitality	2	2	45	39	86.7%
Instruction - Deere Construction & Forestry Equipment	4	4	19	15	78.9%
Instruction - Dental Assisting	1	2	12	12	100.0%
Instruction - Diesel Ag Equipment Service Tech	2	4	52	51	98.1%
Instruction - Diesel Technology - Truck	2	4	96	79	82.3%
Instruction - Dietary Manager	1	1	12	10	83.3%
Instruction - Early Childhood Education	5	9	270	202	74.8%
Instruction - Electrical & Electromechanical Technology	2	2	82	75	91.5%
Instruction - Electrician Construction (IBEW)	1	1	23	23	100.0%
Instruction - Energy Generation Operations	4	4	56	56	100.0%
Instruction - General Motors (ASEP)	1	1	15	6	40.0%
Instruction - Geographic Information Systems Technician (GIS)	2	2	31	22	71.0%
Instruction - Heating, Ventilation, AC & Refrig Technology	1	1	18	15	83.3%
Instruction - Horticulture & Turfgrass Management	2	2	12	10	83.3%
Instruction - Land Surveying/GIS/Civil Engineering Tech	2	2	0	0	0.0%
Instruction - Law Enforcement & Homeland Security	1	1	17	17	100.0%
Instruction - Livestock Management & Production	2	2	59	52	88.1%
Instruction - Long Term Care Administration	2	2	23	20	87.0%
Instruction - Manufacturing Engineering Technology	4	7	64	49	76.6%
Instruction - Medical Assisting	1	1	31	28	90.3%
Instruction - Medical Laboratory Technology	2	2	18	18	100.0%
Instruction - Nondestructive Testing Technology	3	3	40	33	82.5%
Instruction - Office Professional	5	1	4	4	100.0%
Instruction - Pharmacy Technician	3	3	18	10	55.6%
Instruction - Physical Therapist Assistant	1	2	38	38	100.0%
Instruction - Plumbing Technology	1	0			
Instruction - Practical Nursing	2	2	118	72	61.0%
Instruction - Precision Agriculture	1	1	121	87	71.9%
Instruction - Radiologic Technology	1	3	94	71	75.5%
Instruction - Respiratory Care	6	5	156	145	92.9%
Instruction - Surgical First Assist	1	1	10	7	70.0%
Instruction - Surgical Technology	2	4	122	109	89.3%
Instruction - Welding Technology	2	2	12	7	58.3%

Community Engagement & Social Responsibility	10	11	1,526	1,234	80.9%
Instruction - Agriculture Management & Production	1	1	57	38	66.7%
Instruction - Associate Degree Nursing	1	1	48	28	58.3%
Instruction - Business	2	3	1,282	1,061	82.8%
Instruction - Early Childhood Education	2	3	91	68	74.7%
Instruction - Geographic Information Systems Technician (GIS)	2	2	31	22	71.0%
Instruction - Law Enforcement & Homeland Security	1	1	17	17	100.0%
Instruction - Office Professional	1	0			

Effective Communication	30	36	2,657	2,245	84.5%
Instruction - Adult & Juvenile Services and Corrections	1	1	67	74	110.4%
Instruction - Agriculture Management & Production	2	2	127	101	79.5%
Instruction - Associate Degree Nursing	1	1	48	24	50.0%
Instruction - Auto Collision Repair Technology	1	1	15	12	80.0%
Instruction - Biotechnology	1	1	3	3	100.0%
Instruction - Building Construction	1	1	20	15	75.0%
Instruction - Business	2	2	1,756	1,503	85.6%
Instruction - Computer Information Technology	1	3	83	62	74.7%
Instruction - Culinary/Hospitality	1	1	27	26	96.3%
Instruction - Diesel Ag Equipment Service Tech	2	4	52	51	98.1%
Instruction - Diesel Technology - Truck	2	4	96	79	82.3%
Instruction - Early Childhood Education	3	4	101	72	71.3%
Instruction - General Motors (ASEP)	1	1	15	6	40.0%
Instruction - Manufacturing Engineering Technology	1	1	8	6	75.0%
Instruction - Medical Laboratory Technology	1	1	9	9	100.0%
Instruction - Office Professional	3	0			
Instruction - Practical Nursing	1	1	59	55	93.2%
Instruction - Radiologic Technology	1	2	74	58	78.4%
Instruction - Respiratory Care	1	1	24	22	91.7%
Instruction - Surgical Technology	1	2	61	60	98.4%
Instruction - Welding Technology	2	2	12	7	58.3%

Innovative & Critical Thinking	77	97	4,729	3,830	81.0%
Instruction - Accounting	2	2	593	459	77.4%
Instruction - Adult & Juvenile Services and Corrections	1	1	67	74	110.4%
Instruction - Agriculture Management & Production	1	1	32	25	78.1%
Instruction - Associate Degree Nursing	1	1	41	17	41.5%
Instruction - Auto Collision Repair Technology	1	1	15	12	80.0%
Instruction - Baking and Pastry	1	1	12	10	83.3%
Instruction - Biotechnology	1	1	3	3	100.0%
Instruction - Building Construction	3	3	58	49	84.5%
Instruction - Business	5	6	2,002	1,665	83.2%
Instruction - Computer Information Technology	6	9	403	324	80.4%
Instruction - Culinary/Hospitality	1	1	18	13	72.2%
Instruction - Deere Construction & Forestry Equipment	4	4	19	15	78.9%
Instruction - Dental Assisting	2	7	114	94	82.5%
Instruction - Diesel Ag Equipment Service Tech	2	4	52	51	98.1%
Instruction - Diesel Technology - Truck	2	4	96	79	82.3%
Instruction - Dietary Manager	1	1	12	10	83.3%
Instruction - Early Childhood Education	5	9	270	202	74.8%
Instruction - Electrical & Electromechanical Technology	1	1	53	44	83.0%
Instruction - Electronic Systems Technology	2	2	195	176	90.3%
Instruction - Energy Generation Operations	1	1	11	11	100.0%
Instruction - General Motors (ASEP)	1	1	15	6	40.0%
Instruction - Geographic Information Systems Technician (GIS)	2	2	31	22	71.0%
Instruction - John Deere Tech	3	3	184	109	59.2%
Instruction - Land Surveying/GIS/Civil Engineering Tech	2	2	0	0	0.0%
Instruction - Long Term Care Administration	2	2	23	20	87.0%
Instruction - Manufacturing Engineering Technology	3	6	56	43	76.8%
Instruction - Medical Laboratory Technology	1	1	9	9	100.0%
Instruction - Office Professional	2	0			
Instruction - Physical Therapist Assistant	1	2	38	38	100.0%
Instruction - Polysomnographic Technician	5	6	37	19	51.4%
Instruction - Precision Machining and Automation Technology	2	1	7	5	71.4%
Instruction - Radiologic Technology	1	3	84	66	78.6%
Instruction - Respiratory Care	6	5	157	146	93.0%
Instruction - Surgical First Assist	1	1	10	7	70.0%
Instruction - Welding Technology	2	2	12	7	58.3%

Wellness & Resiliency	5	5	2,089	1,786	85.5%
Instruction - Business	3	4	2,080	1,777	85.4%
Instruction - Medical Laboratory Technology	1	1	9	9	100.0%
Instruction - Office Professional	1	0			

Appendix C: 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.