

## Outcomes Threshold Report Summary 2015

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The CoAEMSP Quality Improvement Committee recently reviewed the analysis of the outcomes data from the 2015 CAAAHEP/CoAEMSP Annual Reports. As a review, the following minimum thresholds are identified:

Outcome	Threshold
Written National or State Credentialing Examinations: Written	70%
Written National or State Credentialing Examinations: Practical	70%
Programmatic Retention	70%
Job (Positive) Placement	70%

Outcomes data are analyzed based on a three-year rolling average. Since Annual Reports are due in December each year and some programs do not have complete data for that previous 12 months, the 3-year “review window” always omits the calendar year of the report submission.

The process of review, analysis, and standardized reporting continues to evolve. Now, instead of waiting for a letter from the CoAEMSP requesting the applicable Standardized Progress Report (s) (SPR) for the threshold(s) not met, those tools (a separate one for each outcome) will now be available on the CoAEMSP website in a fillable pdf format beginning in September 2016 and programs are instructed to complete and submit the applicable SPR(s) at the time of submission of the Annual Report or no later than March 1 following the December 31 annual report due date. Those SPR(s) are then reviewed by the CoAEMSP Quality Improvement Committee and programs are provided feedback: the report is accepted as satisfactory analysis and action plan, or the program is asked to resubmit providing additional information as to how that program intends to improve that outcome.

### Results for the 2015 Annual Reports are as follows:

A total of 73 programs were required to submit one or more SPRs for falling below the three-year average on the threshold of one or more outcomes (15% of all reporting programs). Sixty (60) programs were required to submit an SPR for 1 outcome, 11 programs for 2 outcomes, and 2 programs for 3 outcomes.

### National or State Credentialing Examinations Outcome:

- 481 programs submitted Annual Reports
- 9 fell below the 70% passing threshold (2% of reporting programs)
- 71% of the Standardized Progress Reports were accepted by the Quality Improvement Committee as delineating an adequate analysis of the reasons for poor passing scores and providing a satisfactory action plan
- 2 programs received letters identifying the need for further analysis and implementation of corrective actions

**Programmatic Retention Outcome:**

- 481 programs submitted Annual Reports
- 63 programs fell below the 70% retention threshold (13% of reporting programs)
- 62 of the Standardized Progress Reports were accepted by the Quality Improvement Committee as delineating an adequate analysis of the reasons for poor retention scores and providing a satisfactory action plan
- 1 program received a letter identifying the need for further analysis and implementation of corrective actions

**Job (Positive) Placement Outcome:**

- 481 programs submitted Annual Reports
- 16 fell below the 70% placement threshold (3% of reporting programs)
- 15 of the Standardized Progress Reports were accepted by the Quality Improvement Committee as delineating an adequate analysis of the reasons for poor job placement and providing a satisfactory action plan
- 1 program received a letter identifying the need for further analysis and implementation of corrective actions

**Some themes or lessons from the review of the SPRs included:**

- Program Directors need a better understanding of how to complete the Annual Report. The CoAEMSP website includes an FAQ sheet and some step-by-step instructions to facilitate completion of the annual report. A User's Guide is available once the program logs into the CAAHEP Annual Report Management System and this is updated annually. A new webinar on preparing the Annual Report will be available in the fall of 2016.
- Programs can choose the date/method of when they take the official count of students in the Paramedic program: for example, end of add-drop, IPEDS reported number, assignment of the major code by the Registrar, or other reasonable method. The methodology chosen by the program must be consistent from year to year.
- Programs in colleges should be aware of the placement resources/center within their institution and access those services.
- Retention appears to be the current most challenging outcome and some suggestions can be found in the CoAEMSP October 2014 [eNewsletter](#). Do not rely on Graduate and Employer surveys for graduate placement information.
- Develop mechanisms to engage your graduates and keep in touch regarding employment.
- Small student cohorts continue to be a challenge for some programs for the written exam and retention thresholds.

Establishing thresholds in key areas is part of the focus on an outcomes oriented approach in education. And outcomes are very important to our students. CoAEMSP works with programs to identify barriers to achieving thresholds and ways to address improving certifying examination results, retention, and positive placement as needed. Paramedic programs are unique and face various challenges; however, the collective goal is to provide a sound educational experience for the student and to graduate competent entry level providers.

As the process for review and analysis of outcomes continues, the dialogue between the program and the CoAEMSP escalates if the rolling three year averages continue to be below thresholds and a range of actions may occur. Programs are evaluated on a variety of factors including the actual percentage in the category, trends (improving, declining, static), and other significant factors. The third consecutive year of not meeting a threshold may result in a citation originated by the CoAEMSP QI Committee, which will then follow due process of CoAEMSP/CAAHEP, as appropriate. Potential actions could include: required Progress Report or a site visit. At some point of not a meeting threshold(s), a negative accreditation action, such as probation may result.

There is also good news for programs. Most agree that feedback from Graduate and Employer Surveys provides valuable information but we all know how hard it can be to even get the threshold 50% return rate. CoAEMSP is strongly committed to continuing the Graduate and Employer survey process, but the Board decided in 2014 to drop the required 50% threshold for return rate. Instead, programs are **accountable for the number/percent of surveys sent, which must be 100%**. Programs will still report the number/percent received and report on the analysis of results. So yes, programs must continue to send surveys and make a good faith effort to solicit returns, and analyze the results. In addition, the CoAEMSP QI Committee is conducting a pilot trial project utilizing a revised graduate and employer survey format with focused questions that will hopefully increase responses while still providing programs valuable information on outcomes.

As mentioned previously, accurate completion of the Annual Report continues to be a challenge. This reporting year, 65% of the ARs were submitted correctly the first time. However, there is a lot of assistance available. Visit the CoAEMSP [Annual Report webpage](#). Review the Annual Report information:

- FAQ sheet
- Slides
- Webinar available Fall 2016

You may also contact [Lynn Caruthers](#) at [lynn@coaemsp.org](mailto:lynn@coaemsp.org) or 214-703-8445, x115.

CAAHEP has also mandated that ALL of its Committees on Accreditation, of which CoAEMSP is one, must require programs to report Outcome Thresholds that will be viewable by prospective students as well as the public. The CoAEMSP Board of Directors voted to require that ALL CAAHEP accredited Paramedic programs will make the following results available:

**Written National or State Credentialing Examination Outcome,  
Practical National or State Credentialing Examination Outcome,  
Programmatic Retention Outcome,  
Job (Positive) Placement Outcome**

The CoAEMSP requires that CAAHEP accredited Paramedic programs provide evidence of a web link to these results with submission of the Annual Report due by December 31 annually.

Congratulations to the many programs who met all the outcomes thresholds for this reporting year! Let us know what your program is doing well – what are your best practices – and we will share that information with other programs.

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