

Wisconsin Indianhead Technical College (WITC) / Northwood Technical College
Dental Assistant Program
Goals and Assessment Plan 2020-2021

	Program #1	Program #2	Program #3	Program #4	Program #5
	The WITC Dental Assistant program will prepare students for the Dental Assistant National Board (DANB) exam.	The WITC Dental Assistant program will comprehensively prepare competent individuals in the discipline of dental assisting.	The WITC Dental Assistant program will provide student centered teaching and learning and innovative curriculum to meet professional changes.	The WITC Dental Assistant program will support excellence in faculty development.	The WITC Dental Assistant program will collaborate and create partnerships with community stakeholders under the leadership of the Program Director.
Evaluation mechanism	<ul style="list-style-type: none"> • Mastery of 2nd semester Dental Assistant course assignments, exams, and skill competency assessments • Completion of mock DANB exam • Successful completion of the DANB exam 	<ul style="list-style-type: none"> • Completion of TSA • Overall satisfactory evaluation from Clinical sites • Final Clinical Evaluation form • WITC Employer Survey of DA Graduates • WITC Graduate Survey of DA Program 	<ul style="list-style-type: none"> • Advisory Committee meetings will be held at least once a year and feedback will be used for program improvement • Faculty will attend professional growth and development activities • Faculty will receive yearly performance evaluations • Student evaluation of instruction will be implemented for each course and feedback will be used to improve instruction. • Faculty will attend WTCS state called Dental Assistant program meetings 	<ul style="list-style-type: none"> • Faculty will be given opportunities for professional growth and development • Specialized faculty development may be based on performance evaluations with development of Individualized Learning Plan 	<ul style="list-style-type: none"> • The Dental Assistant Advisory Committee will consist of members from dental offices from throughout the district • The Dental Assistant program will seek articulation agreements with other programs • The Dental Assistant program will partner with other WITC programs to provide educational events • Faculty will liaison with practitioners in local communities • The Program Director will attend the Health Sciences Program Director meetings each semester • The DA faculty will network with faculty from other DA programs to learn best practices

			<ul style="list-style-type: none"> • The faculty and academic dean will participate in strategic planning for the Dental Assistant program, aligning strategic plans for the college with the Dental Assistant program • The Dental Assistant Program participates in an abbreviated program review process due to accreditation and many of the same documents are used. 		
How often conducted	<ul style="list-style-type: none"> • Assessment within each course is completed at the end of each semester • Mock DANB exams will be conducted once annually prior to graduation • The DANB exam will be once per year 	<ul style="list-style-type: none"> • TSA is conducted annually in May • Clinical rotation sites in May • Final Clinical Evaluation form is completed in May • Graduate Surveys are conducted annually, within six months after graduation • Employer surveys are conducted annually, six months after graduation 	<ul style="list-style-type: none"> • Advisory Committee meetings are held annually • Translation of professional growth and development activities into updated curriculum will be assessed annually • Faculty will receive yearly performance evaluations • Student Evaluations of Faculty Instruction are completed once/semester • WCTS state called DA program 	<ul style="list-style-type: none"> • Faculty will participate in all college-wide and external organizations' professional development offerings annually 	<ul style="list-style-type: none"> • Dental Assistant Advisory Committee Meetings are held annually • The seeking of Articulation Agreements will be completed on a continual basis • The Dental Assistant Program will partner with other WITC programs on a continual basis with the minimum opportunities being participation in Give Kids A Smile Day and the Campus Health Fair • Faculty will liaison with district-wide practitioners to create an active Advisory Committee but also during the student's clinical experience and preparation and implementation of Give Kids a Smile Day.

			<p>meetings are held approximately every 3-5 years or when requested by state DA faculty</p> <ul style="list-style-type: none"> The Dental Assistant Program participates in an abbreviated program review process due to accreditation and many of the same documents are used. 		<ul style="list-style-type: none"> The Program Director will attend the Health Sciences Program Director meetings each semester The DA faculty will network with faculty from other DA and Health Sciences programs to learn best practices on an ongoing basis
Date to be conducted/ finished by	<ul style="list-style-type: none"> All of the above will be completed prior to May graduation by the Dental Assistant Program Director and Faculty 	<ul style="list-style-type: none"> Program Director Program Director Program Director Completed annually, 6 months after graduation by WITC's Institutional Effectiveness dept. Completed annually, 6 months after graduation by WITC's Institutional Effectiveness dept 	<ul style="list-style-type: none"> Advisory Committee meetings are held annually Faculty will implement information from professional growth and development opportunities on a continual basis Faculty Performance Evaluations will be completed by the end of second semester each academic year Student evaluation of instruction will be completed one/semester Program Review takes place annually 	<ul style="list-style-type: none"> Faculty will attend professional growth and development activities when they are offered by WITC and completed by the required due date. Faculty may participate in professional growth and development activities when offered by external organizations and/or as needed for completion of recertification requirements Faculty Performance Evaluations will be reviewed with a supervisor at the end of second semester. 	<ul style="list-style-type: none"> Collaboration happens annually during the Dental Assistant Advisory Committee meeting and during all clinical placements. Faculty liaison with district-wide practitioners annually during Give Kids a Smile Day

			<ul style="list-style-type: none"> • Strategic Planning will be aligned with the college-wide outcomes 		
Results expected	<ul style="list-style-type: none"> • 80% of 2nd semester students must achieve a 79.5% or higher in all program required coursework • 80% of 2nd semester students must achieve an 80% or higher on each skill competency • 100% of 2nd semester students will take DANB mock exam • 75% DANB exam applicants will successfully complete on their first attempt 	<ul style="list-style-type: none"> • 100% of students meet all TSA criteria • 100% of students will have a minimum of two clinical sites • 90% of students will receive an overall positive qualitative rating on final clinical evaluation, question #3 • 80% of responding graduates will be employed in a dental office or related field within 6 months of graduation • Employer overall satisfaction level of the graduate will be 3.75 or higher • Students' overall satisfaction level of the Dental Assistant program will be 3.75 or higher 	<ul style="list-style-type: none"> • Advisory Committee meetings are held annually • Each Faculty member will attend all mandatory WITC in-services • Faculty will complete a minimum of 12 CE's annually for renewal of DANB certification • Student evaluation of course and instructor (Blue) <ul style="list-style-type: none"> ○ Administered once during the fall semester and once during the spring semester ○ The instructor successfully used a variety of teaching tools to accommodate my learning needs. • Review classroom observation visits • Review WTCS Tableau Performance Dashboard results in May 	<ul style="list-style-type: none"> • 100% of the DA faculty will be given opportunities for professional growth and development • Faculty development will be based on FQAS requirements, performance evaluations and Individualized Learning Plans 	<ul style="list-style-type: none"> • WITC DA program meets/exceeds Advisory Committee expectations • When Articulation Agreements are made they will be applied to the program • The Dental Assistant Program will partner with other WITC programs during Give Kids A Smile Day and the Campus Health Fair • The Dental Assistant Program has an active Advisory Committee and local practitioners who partner with the program through participation in Give Kids A Smile Day. • Through participation in the Allied Health Program Director meetings the DA Program Director will collaborate with other WITC Allied Health Program Directors.

			<ul style="list-style-type: none"> ○ Compare results to other WTCS DA Programs ○ Analyze program course completion rates to be 85% or higher ● All faculty will receive an annual performance evaluation ● A minimum of one faculty member will attend state called meetings ● Program Director reviews budget expenditures & plans for future needs 		
Assessment of results / 2020-2021	<ul style="list-style-type: none"> ● 100% of 2nd semester students achieved a 79.5% or higher in each course (goal met) ● 100% of 2nd semester students achieved an 80% or higher on each skill competency (goal met) ● 100% of 2nd semester students took the DANB mock exam (goal met) ● 1% of the DANB exam applicants successfully completed the exam on their first attempt. (goal not met) 	<ul style="list-style-type: none"> ● 100% of students met all TSA criteria (goal met) ● 100% of students had a minimum of two clinical sites and four specialty rotations (goal met) ● 100% of the students received an overall positive qualitative rating on final clinical evaluation, question #3 (goal met) ● 80% of the program graduates had pending employment in a dental related field at the time of graduation. (goal met) ● 89% of responding graduates from 2020 were 	<ul style="list-style-type: none"> ● An annual Advisory Committee meeting was held (goal met) ● All DA faculty attended WITC held in-services (goal met) ● All DA Faculty obtained the minimum number of CEs to recertify (goal met) ● Student evaluation of instruction results were used for reflection and improvement of instruction (goal met) 	<ul style="list-style-type: none"> ● All DA faculty attended WITC held in-services (goal met) ● All DA Faculty obtained the minimum number of CEs to recertify Faculty Performance evaluations were satisfactory (goal met) 	<ul style="list-style-type: none"> ● The DA Program held a Fall Virtual Advisory Committee mtg. A quorum was met. The program is meeting or exceeding expectations. (goal met) ● The Annual WITC Give Kids a Smile day event was cancelled due to COVID and limiting the number of people on campus. This day provides a valuable opportunity for students to work collaboratively with local dental professionals and it will be implemented again in 2021-22. (goal not met)

		<p>employed in a dental office or related field within 6 months of graduation (goal met)</p> <ul style="list-style-type: none"> • Employer overall satisfaction level of 4.13 in the cognitive domain, 4.11 in the affective domain and 4.00 in the psychomotor domain was identified which exceeds our goal of an average of 3.75 or higher (goal met) • An overall student satisfaction of 3.78 was identified for the graduates of 2019-2020 and thus exceeds the program goal of 3.75 or higher (goal met) 	<ul style="list-style-type: none"> • Faculty Performance evaluations were completed (goal met) 		<ul style="list-style-type: none"> • The DA Program faculty and students collaborated with other WITC Health Science programs to create and participate in Interprofessional day, which allowed students to work interdependently with other health science students. (goal met)
Person responsible	<ul style="list-style-type: none"> • DA Faculty 	<ul style="list-style-type: none"> • DA Faculty • WITC Office of Institutional Effectiveness 	<ul style="list-style-type: none"> • Program Dean • DA Faculty 	<ul style="list-style-type: none"> • Program Dean • Program Director • DA Faculty 	<ul style="list-style-type: none"> • Program Director • DA Faculty • WITC
Next date of completion	<ul style="list-style-type: none"> • Annually in May 	<ul style="list-style-type: none"> • Annually in May 	<ul style="list-style-type: none"> • Spring Faculty meeting 2021 	<ul style="list-style-type: none"> • Completed annually and reviewed during the Employee Performance evaluation meeting 	<ul style="list-style-type: none"> • Advisory Committee meeting is held a minimum of once annually in the fall semester • Give Kids a Smile Day is held once annually the first Friday in February • Interprofessional Day is held once annually, usually in the fall

8/2/2021