FORT HAYS TECH
NORTHWEST
GOODLAND, KS

ANNUAL INSTITUTIONAL ASSESSMENT REPORT
2024-2025

Assessment Data for Institutional Improvement

www.fhnw.edu

Forward

Fort Hays Tech | Northwest is closing the loop on assessment.

Fort Hays Tech | Northwest is committed to student success. As a result of this commitment, the college is focused on creating a value-added, high-quality environment in all facets of the institution. The college's assessment efforts enable continual monitoring of changes that take place as a result of innovative efforts.

Both student and institutional assessment are included in this document to communicate all assessment data, results, and subsequent action to the various constituencies involved. Consolidating all assessment data into one document also serves for institutional planning, budgeting, and decision-making purposes.

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Publication Credits
College leadership
Corey Isbell, President
Jason Showalter, Vice President of Student & Academic Advancement
C&A Committee

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Assessment Mission

Since 1964, Fort Hays Tech | Northwest has served the workforce needs of its 17-county service area in northwestern Kansas, as well as the tri-state region.

Offering 17 programs that support the largely agricultural industry of western Kansas and the related community services. The college is divided into five divisions encompassing Business & General Education, Construction, Health & Human Services, Information Technology, and Transportation. Founded as a technical school, FH Tech | NW became a college in 2001 when it became accredited through the Higher Learning Commission.

Mission, Vision, & Values

Our Mission

The mission of Fort Hays Tech | Northwest, as an institution of higher learning, is to prepare individuals for gainful employment in technical and professional careers, productive personal lives, and lifelong learning.

Our Mission Purpose

Fort Hays Tech | Northwest will fulfill its mission by:

- **Offering associate of applied science degrees and technical certificates upon completion of technical programs designed to meet student and employment needs.**
- **Providing educational opportunities that enhance technical experience, problem solving, financial literacy, communication and human relations skills.**
- **Providing relevant learning experiences supported by qualified and experienced faculty and staff, modern technology, and physical facilities designed to enhance the learning environment.**
- **Ensuring technical programs, curriculum, and teaching methodologies are continually updated through interaction with business and industry, advisory councils, specialized accreditation, certification agencies and through the assessment process.**
- **Promoting diverse opportunities for leadership and personal growth through student organizations.**
- **Maintaining a program of guidance to enhance the student's decision-making abilities in both career and personal goals.**
- **The college will develop articulation agreements with other colleges and universities to provide seamless transfer of credits.**
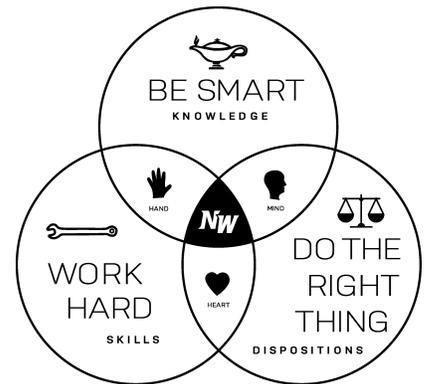
Our Vision

The vision of Fort Hays Tech | Northwest as a forward-thinking, premier leader in career and technical education is to maximize learning through progressive technology and facilities, collaborations, and professional experiences that foster lifelong learning in a diverse global society.

Our Values

Fort Hays Tech | Northwest affirms the following values and beliefs as we pursue our vision and achieve our mission.

- **Commitment to Learning**
- **Commitment to Quality**
- **Commitment to Integrity**
- **Commitment to Service**
- **Commitment to Diversity**

Strategic Plan Pillars

- **Pillar 1: Enrollment Growth and Sustainability**
- **Pillar 2: Quality and Accessible Academics**
- **Pillar 3: Improving Student Success**
- **Pillar 4: Engage with the Community**
- **Pillar 5: Maintain Fiscal Health**
- **Pillar 6: Improve Facilities & Network**
- **Pillar 7: Developing Employees**
- **Pillar 8: Strengthen External Partnerships**

Fort Hays Tech | Northwest believes that a successful student is one that works using their mind, their hands, and their heart. This commitment to knowledge, skills, and dispositions is at the core of everything we do to serve students. We believe our graduates should be smart, work hard, and do the right thing.

Executive Summary

Annual Institutional Assessment Report 2024–2025

The executive summary provides an overview of the data findings that present the strengths of the institution and areas of concern.

Fort Hays Tech | Northwest continues to strive for institutional effectiveness by identifying areas of concern through assessment instruments in the key areas of completion and attainment, student satisfaction and engagement, instructional quality, and graduate placement. The resulting data from of these assessments is utilized by the Area Board of Control, administration, faculty, staff, and other constituents to make informed decisions regarding the direction of the college.

Strengths

- **Student Enrollment**
  473 (2011-2012); +23%
  561 (2012-2013); +19%
  626 (2013-2014); +12%
  647 (2014-2015); +3%
  779 (2015-2016); +20%
  812 (2016-2017); +4.24%
  896 (2017-2018); +10.35%
  821 (2018-2019); -8.37%
  735 (2019-2020); -10.48%
  676 (2020-2021); -8.03%
  760 (2021-2022); +11%
  694 (2022-2023); -8.7%
  781 (2023-2024); +11%

  TODO - Add Data Once it Comes in January 1s
- ##% of graduates are placed in employment, in the military or are continuing their education
- Program faculty continue to participate in Inservice/Faculty work days to complete the annual program review and develop action plans for improvement.
- Enrollment, Retention, & Placement data reflects room for improvement in areas of our 17 programs.

"The important question is not how assessment is defined but whether assessment information is used…"
– Polomba & Banta

Assessment Timeline

A CONTINUOUS LOOP OF QUALITY IMPROVEMENT
Fort Hays Tech | Northwest follows a schedule of direct and indirect assessment measures that are conducted, collected, and reported through each year. The process includes multiple opportunities to present, reflect, evaluate, and plan using collected data.

"We plan. We develop. We deliver. We assess and evaluate the results of the assessment. We revise, deliver the revised material, and assess and evaluate again. Perfection is always just out of reach; but continually striving for perfection contributes to keeping both our instruction fresh and our interest in teaching piqued." -E.S. Grassian

July/August

**BEGIN WITH THE
END IN MIND**

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Each fall term begins with a workshop for new faculty members, which includes dedicated time for learning assessment practices. All faculty participate in a fall data retreat focused on student retention. Faculty are encouraged to review their assessment plans, handbooks, Lerner outcomes, and competency profiles for their courses.

Assessment Report Due – Student Profile: Registrar

September/October

**IMPLEMENT PAST
ACTION PLANS**

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As the academic year progresses, faculty and staff utilize action plans to improve identified areas of concern.

Assessment Report Due – Quarterly Retention Report: Registrar

November/December

COLLECT NEW DATA

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At the end of the fall term, data from all courses are recorded, and grades are submitted by faculty to the registrar.

Assessment Report Due – Quarterly Retention Report: Registrar

January/February

**FOLLOW UP
WITH GRADUATES**

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Follow Up With Graduates

Faculty follow up with every graduate beginning six months after commencement to determine their employment status. This data is then compiled by the Foundation Director into the Job Placement Report.

Assessment Report Due - Quarterly

Retention Report: Registrar

Job Placement Report: Career Services

Comprehensive Reviews: Selected Programs

March/April

STUDENT SATISFACTION

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In the spring, we conduct surveys on student satisfaction annually and institutional effectiveness biannually. The data from these surveys then becomes part of the annual institutional assessment report prepared by the assessment committee.

Assessment Report Due - Institutional Effectiveness Survey, Faculty

May/June

**ASSESS PROGRAM
EFFECTIVENESS**

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Near the end of the spring term, faculty conduct program-embedded capstone projects to evaluate the effectiveness and outcomes of the college's general education program.

At the conclusion of the academic year, faculty complete their assessment plans and end-of-year review.

Assessment Reports Due - Program Assessment Plans: Faculty; Program Reviews: Faculty

 Final Retention Report: Registrar

C&A Committee

PURPOSE OF THE COMMITTEE
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Purpose of Committee: The purpose of the FH Tech | NW Curriculum & Assessment Committee is to address key curriculum and assessment improvements. The work of this committee provides oversight of all of FH Tech | NW curriculum and assessment improvements.

Committee Function: The primary function of the committee is to ensure the quality and curricular integrity of all FH Tech | NW program offerings, curriculum, and implementation and oversight of the outcomes assessment program. Other functions, tasks, and responsibilities of the committee include (but are not limited to):

COMMITTEE FUNCTIONS

- Make recommendations regarding curriculum and assessment.
- Facilitate program reviews.
- Review new course/program development and deletion.
- Review annual program assessment plans and results.
- Provide input to the development of the institutional assessment program.
- Address other academic and assessment issues as needed.

COMMITTEE MEETINGS/ACCOUNTABILITY

Committee Meetings: The committee will meet on a monthly basis, or as needed.

Committee Accountability: The Curriculum and Assessment Committee may provide recommendations for policy changes to the Vice President of Student & Academic Advancement. Upon consideration and approval of the requested policy change from the Vice President of Student & Academic Advancement, the request will be forwarded to the President for consideration and approval. The Curriculum & Assessment Committee will be directly responsible to the president of FH Tech | NW. Minutes will be recorded for each meeting and distributed to faculty/staff as well as the president.

COMMITTEE MEMBERSHIP

Christa Bergsma – Cosmetology Instructor

Jason Showalter – Vice President of Student & Academic Advancement

Trista Zimmerman – General Education

Colothdian Tate – General Education

Jeremy Skrdlant – Learning Management System & Institutional Research Coordinator

Joseph Dobbs – Construction Technology

Joshua Whisnant – Title III Career Councelor

Kayla Luera – Director of Outreach

Kelly Nixon – General Education

Kimberly Breininger – Senior Administrative Assistant for Academic & Student Affairs

Logan Dobbs – Electrical Technology

Michael Zimmerman – Mechanical Engineering

Rory Kling – Athletics

Sylvia Shores – Registrar

Morgan Pritchard – App Development & Emerging Technologies

Oura Garrett – Diesel Technology

Rachel Schears – General Education

Tanner Callis – General Education

Student Profile

OUR STUDENTS BY THE NUMBERS

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- **Full-time enrollment included:**
    - 171 Freshmen
    - 147 Sophomore
    - 110 High School Students
    - 110 Other Non Degree Seeking
    - 428 Total Full-Time students (FR, SO, NDU)

- **Part-time enrollment included:**
    - 125 continuing education (part time) students
    - 246 concurrent enrollment (including students from sixteen regional school districts)
    - 371 total non-program students

- **Total enrollment of 799 students:**
    - 561 (2012-2013); +19%
    - 626 (2013-2014); +12%
    - 647 (2014-2015); +3%
    - 779 (2015-2016); +20%
    - 812 (2016-2017); +4.24%
    - 896 (2017-2018); +10.35%
    - 821 (2018-2019); -8.37%
    - 735 (2019-2020); -10.48%
    - 676 (2020-2021); -8.03%
    - 760 (2021-2022); +11%
    - 694 (2022-2023); -8.7%
    - 781 (2023-2024); +11%
    - 799 (2024-2025); +2%

- **66% of the student population is male:**
    - 67% (2014-2015)
    - 77% (2015-2016)
    - 75% (2016-2017)
    - 70% (2017-2018)
    - 69% (2018-2019)
    - 67% (2019-2020)
    - 66% (2021-2022)
    - 67% (2022-2023)
    - 67% (2023-2024)
    - 66$ (2024-2025)

- **34% of the student population is female:**
    - 33% (2014-2015)
    - 23% (2015-2016)
    - 25% (2016-2017)
    - 30% (2017-2018)
    - 31% (2018-2019)
    - 33% (2019-2020)
    - 34% (2021-2022)
    - 33% (2022-2023)
    - 33% (2023-2024)
    - 34% (2024-2025)

- **Student age representation :**
    - 0-17 – 60.8%;
    - 18-19 – 29.7%;
    - 20-21 – 4.2%;
    - 22-24 – 2%;
    - 25-29 – 0.6%;
    - 30-34 – 1.18%;
    - 35-39 – 0.1%;
    - 40-49 – 0.5%;
    - 50-74 – 0.6%;
    - Over 75 – 0%;

PROGRAM OUTCOMES

Fort Hays Tech | Northwest maintains high student learning standards with continuous quality improvement of educational programs. Continuous improvement is accomplished by drawing upon faculty, students, administration, research, and industry experts to develop data-driven plans that focus on student learning, measure effectiveness, and use results to make further improvements.

Fort Hays Tech | Northwest conducts regular program reviews to improve programs through analysis of evidence about quality of instruction, measurable student progress of learning objectives, and feedback from students, faculty, and administration.

Program Enrollment, Retention & Placement

Ongoing assessment is an integral part of the college's commitment to educational achievement and improvement. During assessment day, faculty complete assessments and make recommendations for educational improvement.

The purpose of this section is to provide the assessment data collected by each program: Enrollment, Placement, and Available Certifications. This process of collecting data for the program assessment plans has been in place since 2005.

TODO - Add Data Once it Comes in January 1s

AT A GLANCE

The following figures represent average performance across all 17 of Fort Hays Tech | Northwest's academic programs.

Automotive Technology

Enrollment
- 33 - Total Enrollment
- 80% - Graduates
- 87.3% Completed 1 Year for Cert

Placement
- Career Placement was ##
- Employment Placement was ##
- Related Employment was - #
- Continuing Education - #
- Military - #
- Unrelated Employment - #
- Unemployed - #

Available Certifications
- NATEF Automatic Transmission/Transaxle
- NATEF Automobile Service Technology Exam
- NATEF Brakes
- NATEF Electrical/Electronic Systems
- NATEF Engine Performance
- NATEF Engine Repair
- NATEF Heating and Air Conditioning
- NATEF Manual Drive Train and Axles
- NATEF Suspension & Steering
- OSHA 10 Examination

Business Technology

Enrollment
- 37 – Total Enrollment
- 45% – Graduates
- 48.5% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was – #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- Microsoft Office Specialist

Construction Technology

Enrollment
- 13 – Total Enrollment
- 66.7% – Graduates
- 91.5% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was – #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- OSHA 10 Examination

Application Development & Emerging Technologies

Enrollment
- 39 – Total Enrollment
- 88.7% – Graduates
- 88.9% Completed 1 Year for Cert

Placement
- Career Placement was #%
- Employment Placement was ##%
- Related Employment was – #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- Apple Swift Associate
- Apple Swift Certified User
- AWS CCP

Cosmetology

Enrollment
- 17 – Total Enrollment
- 80.8% – Graduates
- 100% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was – #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- Kansas Board of Cosmetolog

TODO - Add Data Once it Comes in January 1s

Crime Scene Investigation

Enrollment
- 13 – Total Enrollment
- 75% – Graduates
- 28.6% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Computer Graphics Technology

Enrollment
- 13 – Total Enrollment
- 100% – Graduates
- 100% Completed 1 Year for Cert

Placement
- Career Placement was #%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- Opportunity to test for Adobe Certifications

TODO – Add Data Once it Comes in January 1s

Electrical Technology

Enrollment
- 41 – Total Enrollment
- 87.5% – Graduates
- 91.7% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- Opportunity to test for Kansas Journeymen's Exam
- OSHA 10 Examination

Civil Engineering Technology

Enrollment
- – Total Enrollment
- – Graduates
- % Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- OSHA 10 Examination

Diesel Technology

Enrollment
- 57 - Total Enrollment
- 99% - Graduates
- 88.9% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education - #
- Military - #
- Unrelated Employment - #
- Unemployed - #

Available Certifications
- NATEF Brakes - Diesel
- NATEF Diesel Engines
- NATEF Electrical/Electronic Systems
- NATEF Steering & Suspension - Diesel
- OSHA 10 Examination

Medical Assistant

Enrollment
- 25 - Total Enrollment
- 92.3% - Graduates
- 97.4% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education - #
- Military - #
- Unrelated Employment - #
- Unemployed - #

Available Certifications
- American Association of Medical Assistants Exam
- American Medical Technologist Exam

Mechanical Engineering

Enrollment
- - Total Enrollment
- % - Graduates
- % Completed 1 Year, Returning for 2nd Year

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - ##%
- Continuing Education - ##%
- Military - #%
- Unrelated Employment - #%
- Unemployed - #%

Available Certifications
- OSHA 10 Examination

TODO - Add Data Once it Comes in January 1s

Plumbing

Enrollment

- 10 - Total Enrollment
- 88.9%- Graduates
- 87.5% Completed 1 Year for Cert

Placement

- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education - #
- Military - #
- Unrelated Employment - #
- Unemployed - #

Available Certifications

Precision Agriculture Technology

Enrollment

- 16 - Total Enrollment
- 89% - Graduates
- 87.5% Completed 1 Year for Cert

Placement

- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education - #
- Military - #
- Unrelated Employment - #
- Unemployed - #

Available Certifications

- PART 107 (Optional)
- FORK LIFT
- Commercial Driver's License (CDL)

Respiratory Care

Enrollment

- 12 - Total Enrollment
- 100% - Graduates
- 100% Completed 1 Year for Cert

Placement

- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was - #
- Continuing Education - #
- Military - #
- Unrelated Employment - #
- Unemployed - #

Available Certifications

- National Board for Respiratory Care Certification Exam

Welding Technology

Enrollment
- 31 – Total Enrollment
- 100% – Graduates
- 100% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was – #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- OSHA 10 Examination

TODO - Add Data Once it Comes in January 1s

Welding (Gove County)

Enrollment
- 14 – Total Enrollment
- 100% – Graduates
- 87.5% Completed 1 Year for Cert

Placement
- Career Placement was ##%
- Employment Placement was ##%
- Related Employment was – #
- Continuing Education – #
- Military – #
- Unrelated Employment – #
- Unemployed – #

Available Certifications
- OSHA 10 Examination

"Efforts and courage are not enough without purpose and direction." John F. Kennedy

Institutional Outcomes

How effective are the services offered by Fort Hays Tech | Northwest?

How do our internal constituents rate the effectiveness of Fort Hays Tech | Northwest programs, processes, and personnel?

OVERVIEW

Technical colleges have long distinguished themselves through their efforts to put students first and their emphasis on teaching and learning. Innovations in curriculum, teaching strategies, and support services for students are hallmarks of these institutions.

Today, technical colleges are being asked to rise to new challenges. Across the country, community technical colleges must respond to the increasing expectations for quality, performance, and accountability set by governing boards, state and federal governments, accrediting organizations, and public. Key among those expectations is that colleges should emphasize assessment and improvement of student retention and student learning.

To respond effectively to these challenges, colleges need assessment tools appropriate to their unique missions and the characteristics of their diverse student populations.

STUDENT ENGAGEMENT & SATISFACTION

FHNW uses the Rufflo Noel-Levitz Survey to obtain information on student engagement and the quality of community colleges. The survey, administered to community college students, asks questions that assess institutional practices and student behaviors that are correlated highly with student learning and student retention.

For Satisfaction, we received 66% where the national average was 69%. For enrolling again we were at 63% where the national average was 79%. The top 5 factors for enrollment were cost, financial aid, personalized attention, geographic setting, and the size of the institution.

FACULTY EVALUATIONS

Faculty evaluations are conducted on a rotating schedule as outlined in the Employee Handbook. All instructor evaluations will be made in writing and signed by the employee and evaluator. The evaluation document and responses thereto will be maintained in the personnel file for each employee for at least three (3) years from date of evaluation. Such evaluation documents shall be available to only those parties as set forth in K.S.A 729005.

Continuous Quality Improvement

FACULTY INSERVICE DAYS

Opportunities for faculty and staff to come together to review assessment findings and make recommendations for institu-tional improvement are facilitated by the Assessment Coordi-nator each fall and spring. A variety of activities are used to engage and solicit the input of all stakeholders. The objective of each retreat is to identify what is working well (Strengths), what is not working well (Weaknesses), possible areas of need (Opportunities), and potential impacts (Threats). The group input is then shared with the college's administrative team for use in their efforts of institutional improvement and strategic planning.

STRATEGIC PLANNING SESSIONS

This plan is an outcome of the ongoing yearly planning sessions of stakeholders. These sessions continued to support the goals for the college. The Strategic Planning Committee meets quarterly to monitor progress of the plan and reports results to the Area Advisory Board.

STRATEGIC PLAN PILLARS

- Pillar 1: Enrollment Growth and Sustainability
- Pillar 2: Quality and Accessible Academics
- Pillar 3: Improving Student Success
- Pillar 4: Engage with the Community
- Pillar 5: Maintain Fiscal Health
- Pillar 6: Improve Facilities & Network
- Pillar 7: Developing Employees
- Pillar 8: Strengthen External Partnerships

Graduate Outcomes

The following data is a result of a graduate and employer follow-up survey conducted on students who graduated in the spring of 2020.

JOB PLACEMENT RATE

The college's Career Services Coordinator collects and reports on graduate placement and matriculating six months following commencement. 48% of 2020 NT graduates were employed in related fields; 30% were employed or continuing their education.

AVERAGE SALARY

TODO - Add Data Once it Comes in January 1s
$##
2020 Fort Hays Tech | Northwest graduates reported salaries ranging from $## to $##

Fort Hays Tech | Northwest prepares an annual Graduate Follow-up Report that is distributed to Advisory Committees, faculty, administration, and the Area Board of Control. The annual report includes information regarding employment status and salary data by program. The survey specifically asks students about employment related to their education and has specific qualitative measures about faculty effectiveness in the classroom, satisfaction with equipment and facilities, and overall rating of the quality of the education received. The employer survey gathers information about the knowledge, skills and dispositions of Fort Hays Tech | Northwest graduates. This information fulfills state reporting requirements and contributes to annual program reviews.

EMPLOYER SATISFACTION

After completing the Graduate Follow-up survey, Fort Hays Tech | Northwest attempts to contact each graduates employer for feedback, as well.

CONTACT US

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