



Program Outcomes: Measurement and Accountability

January 2026

Outcomes assessment uses metrics commonly used in education to evaluate how effective the program is at retaining students once enrolled, how well graduates pass credentialing examinations, and how quickly they obtain positions in the profession. Outcomes are reported in the CoAEMSP Annual Report and are benchmarked against established thresholds of 70% in each of the three measures.

Per CoAEMSP policy IV.D.6:

"Accredited programs that fail to meet any single outcome threshold for each year of three (3) consecutive years may be recommended for Probationary Accreditation. LoR programs that fail to meet any single outcome threshold for each year of three (3) consecutive years may have their LoR revoked".

The pandemic in 2020 and 2021 resulted in a reset in the three (3) year tracking period. A review of the process and timing has led to some modifications to the Annual Reporting process.

- The CoAEMSP Annual Report has been two years in arrears, so the report data submitted in the spring of 2025 reflected students graduating in 2023. While this provided programs with additional time to gather data on credentialing success, the resulting information is not current and may not reflect the most recent program information.
- To address this challenge, the Annual Report will be updated to reflect the most recent calendar year. To accomplish this:
 - In 2026, the Annual Report submitted in May will include all graduates in the **2024** calendar year.
 - A *second* report will be submitted in the fall of 2026, capturing all graduates from the **2025** calendar year.
 - Thereafter, the Annual Report will be submitted in the spring and will reflect graduates in the preceding calendar year.
 - The new three-year clock will begin with the report on 2023 graduates and will include 2023, 2024, and 2025.
- The tracking, notification, and action process is as follows.
 - A program that fails to meet an outcome threshold in the first year on its Annual Report will be issued a Letter of Concern.
 - A program that fails to meet the same outcome threshold in the second consecutive year (credentialing, retention, or placement) on its Annual Report will be issued a second Letter of Concern.
 - A program that fails to meet the same outcome threshold in the third consecutive year (credentialing, retention, or placement) on its Annual Report will be issued a CoAEMSP findings letter. The program will be required to submit a progress report for the most recent reporting period.

- A program that fails to meet the same outcome threshold in the fourth consecutive year (credentialing, retention, or placement) on its Annual Report shall be deemed out of compliance with a standard. CoAEMSP will issue a second findings letter, notifying the program that a recommendation for probation may be forwarded to CAAHEP.
- In accordance with CAAHEP policy, a program referred to CAAHEP that, after four years, still does not meet the standard may have its accreditation involuntarily withdrawn. Involuntary withdrawal of accreditation is an adverse action that is subject to appeal to CAAHEP. CoAEMSP or CAAHEP may accelerate this process if, at any time, a program is found to be substantially underperforming in any outcome threshold.

A variety of resources exist to assist programs with the analysis and action-planning process to improve program outcomes and student success.

- Contact CoAEMSP staff with your questions; contact info is found on www.coaemsp.org
- The FAQ section of the CoAEMSP Resource Library
 - FAQ: Annual Report
 - FAQ: Outcome Thresholds
 - FAQ: Program Outcomes: Measurement and Accountability
 - FAQ: Retention
 - FAQ: Credentialing
 - FAQ: Placement
- Sample Annual Report
- Student Success Strategies
- Outcome Analysis Worksheets
 - Worksheet: Outcome - Credentialing
 - Worksheet: Outcome - Placement
 - Worksheet: Outcome - Retention
- Annual Report CoAEMSP Webinars

Programs are encouraged to closely monitor outcomes and to review and discuss results and strategies with program faculty, the medical director, sponsor administration, and the Advisory Committee. Improved outcomes benefit students, faculty, the program, and the community it serves.