



Frequently Asked Questions

Program Outcomes: Measurement and Accountability

January 2026

1. **What are program outcomes?**

CAAHEP Standard IV.B.1: Outcomes assessments must include but are not limited to national or state credentialing examination(s) performance, programmatic retention, graduate satisfaction, employer satisfaction, and placement.

2. **Where are program outcomes reported?**

Outcomes are reported in the CoAEMSP Annual Report.

3. **Is the CoAEMSP Annual Report changing?**

No. The structure of the report and information required remains the same.

The research questions do change annually.

4. **Is the CoAEMSP annual reporting period changing?**

Yes. Beginning in mid-2026, the reporting year will reflect data on program graduates in the *previous* calendar year.

In 2026, programs will complete *two* CoAEMSP Annual Reports.

The first will report graduates from 2024, and it is due May 15, 2026.

The second will report graduates from 2025, and it is due October 15, 2026.

Two reports in one year will be a one-time occurrence.

Beginning in 2027, the Annual Report for graduates in the previous year will be due no later than May 15.

5. **Is this a new policy or requirement for outcome thresholds?**

No. The policy regarding the requirement to meet the established thresholds for attrition, credentialing, and placement is a long-standing policy.

CoAEMSP policy IV.D.6 states: "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".

6. What is the CoAEMSP policy regarding monitoring of outcomes?

Programs that do not meet any single outcome for three (3) consecutive years, may be recommended to CAAHEP for Probationary Accreditation.

7. When will our program be held accountable to meet each outcome threshold for three consecutive years?

In 2026, the results of the Annual Reports for 2023, 2024, and 2025 will constitute the first three-year review cycle.

8. What is the monitoring and action process?

The first year that the program does not meet a threshold, the program is issued a Letter of Concern.

The second year that the program does not meet a threshold, the program is issued a second Letter of Concern.

The third year that the program does not meet a threshold, the program is issued a Findings Letter and is required to submit a Progress Report.

The fourth year that the program does not meet a threshold, the program is issued a second Findings Letter and a recommendation for probation may be forwarded to CAAHEP.

Findings Letters include due process options:

- Reconsideration, accept probation (accredited programs) or accept suspension (LoR programs), voluntarily withdraw
- Reconsideration requires evidence demonstrating compliance

Programs in the CAAHEP process that fail to meet a standard after four (4) years may have accreditation involuntarily withdrawn

- Due process afforded
- Process may be accelerated if substantially underperforming

LoR programs may have the LoR revoked

- Includes Due Process

9. Will CoAEMSP communicate with our program if we do not meet an outcome threshold?

Programs receive an email from CoAEMSP verifying the outcomes reported and identifying any threshold that was not met.

10. Do other education programs use outcome measures to determine program quality?

Yes. Outcomes thresholds are required for retention, credentialling, and placement. Seventy percent is a common benchmark.

11. Typically, how many programs meet each of the three outcome thresholds each year?

Results for the 2023 reporting period are:

- Retention 82%
- Credentialling 89
- Placement 93

12. We enroll cohorts every other year or skip years. How will the three consecutive year policy affect us?

The three-year period will be for the years in which the program graduated students.

13. I realized I made errors in reporting on the graduates. Can I send a revised Annual Report?

A revised report may be submitted before the due date. A revised report will not be accepted after the due date.

14. Do we still have to report attrition for all causes, such as academic, personal, financial, medical, or other? Can't we just report attrition for academic reasons?

Accreditors assess attrition for all reasons and not just academic failures. Programs should implement measures to inform potential students of the requirements for program completion. Student financial aid funding also assumes a reasonable expectation that federal money provided to students leads to graduation, credentialing, and employment in the profession.

15. How can we be proactive in assessing compliance with the outcomes requirement?

Closely monitor outcomes and to review and discuss the results and strategies with the program faculty, medical director, sponsor administration, and the Advisory Committee.

16. What resources are available for our program to assist us in improving our outcomes.

- 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
- Retention Outcome Analysis Worksheet
- Credentialling Outcome Analysis Worksheet
- Placement Outcome Analysis Worksheet
- Annual Report CoAEMSP Webinars (recorded in January 2026)