



January 23, 2026

Department Meeting

Agenda items

- Semester check-in
- Our Vision for 2026 and beyond
- Syllabus – must have a late work policy and communication expectations
- Lead Instructor Meeting Follow-up
- FSW's new initiative – Career Path Planning
- Program Learning Outcomes approved by the curriculum committee
- SOS Responses – Fall 2025
- Fall 2026 Paramedic application planning
- Renaissance Fair Planning (March 11 and 12th)

Check-in and Updates



SPRING SEMESTER STARTUP



SUPPORT OR EQUIPMENT/
SUPPLY NEEDS



Welcome
our New
EMT CA's

Fernando Colarte – Lee, 2/2

Gaby Peiro – Lee, 1/23

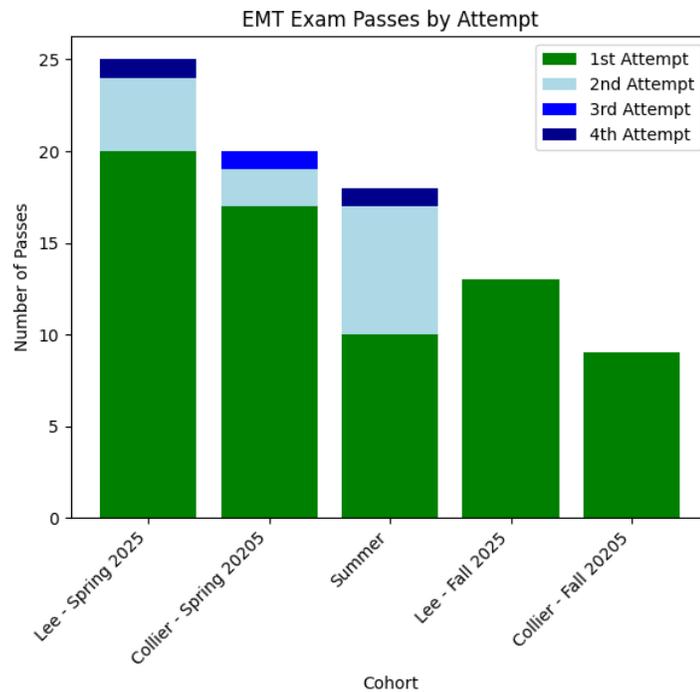
Michael Mueller - Lee, 1/28

Axel Agustoni – Lee, 1/27

Brandon Catron – Collier, 2/3

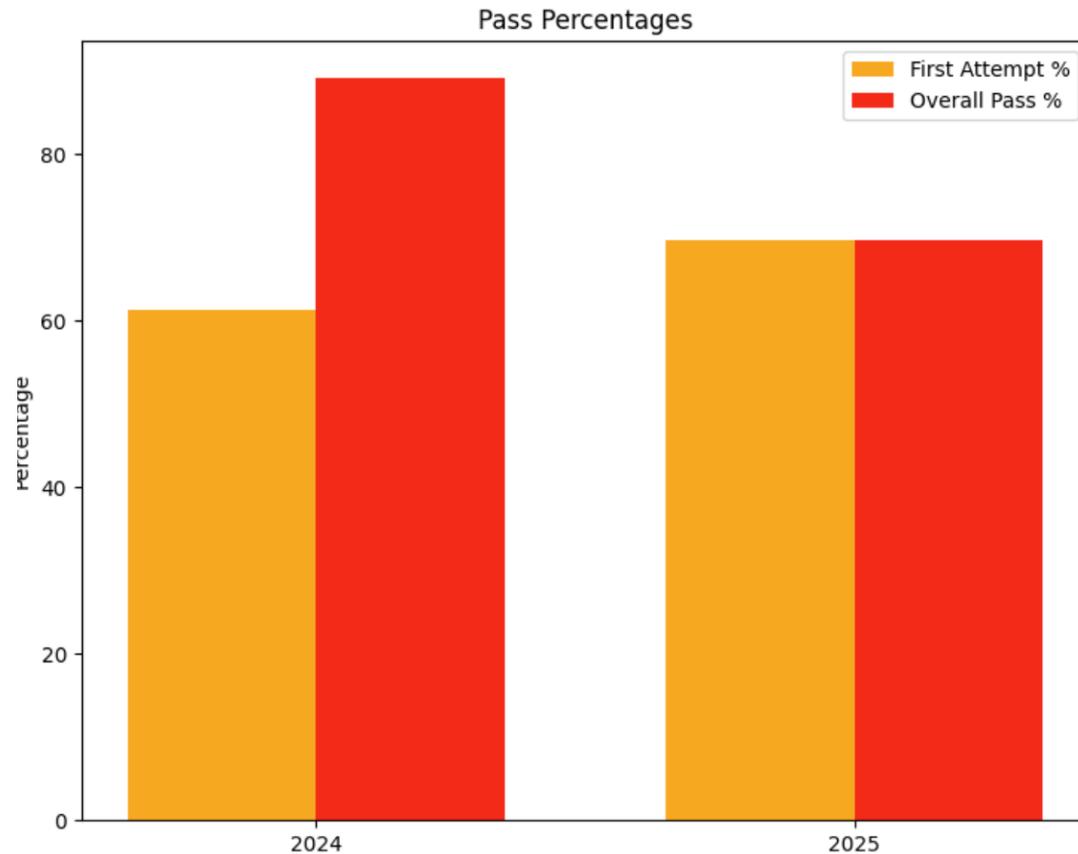
To look forward we must first reflect

Spring 2025 – Fall 2025 EMT Pass Rates, using number of students who have attempted the NREMT as of 1.22.2026



Campus/Cohort	Lee - Spring 2025	Collier - Spring 2025	Summer	Lee - Fall 2025	Collier - Fall 2025
Graduates or students eligible for NREMT Exam	34	24	30	32	20
Number of students who have attempted the exam	30	22	22	14	11
Number of students who passed on the first attempt	20	17	10	13	9
Number of students who passed on the second attempt	4	2	7	0	0
Number of students who passed on the third attempt	0	1	0	0	0
Number of students passing on more than three attempts	1	0	1	0	0
Total number of students who passed	25	20	18	13	9
First-attempt Percentage	66.70%	77.20%	45.40%	92.80%	81.80%
Overall Percentage	83.30%	90.90%	81.80%	92.80%	81.80%

2024 vs. 2025 Comparison



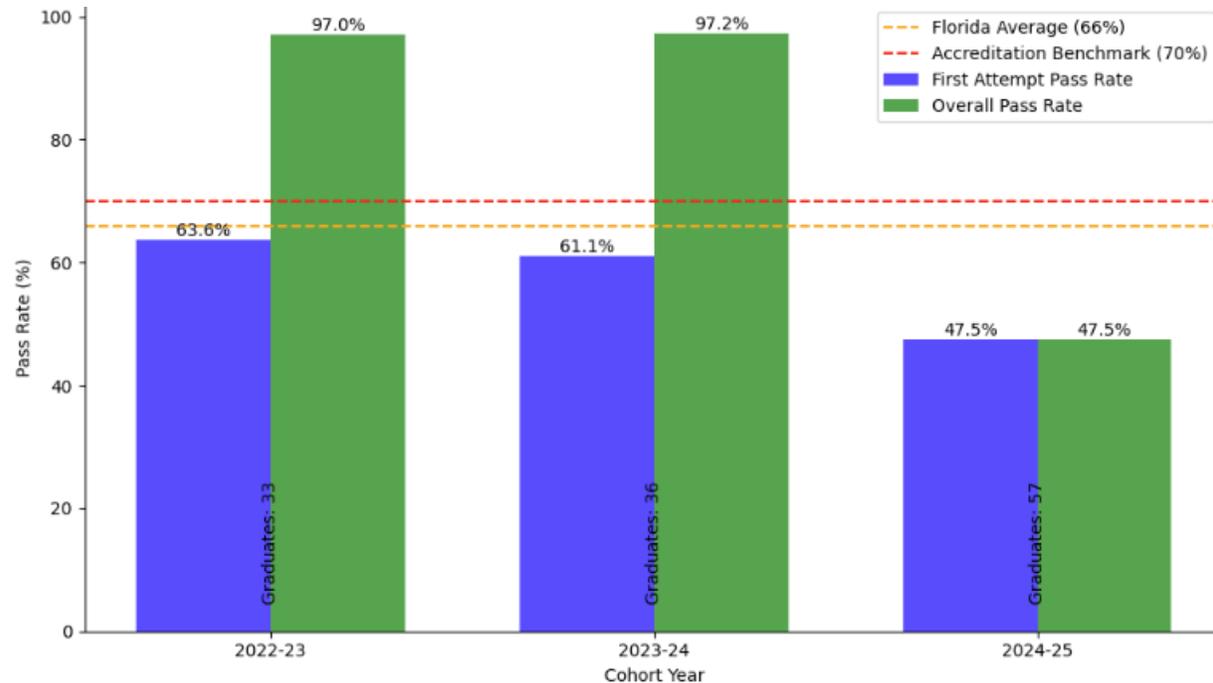
First-Attempt Pass Rate

- **2024:** 61.22% (90 out of 147) - State Avg. 69%
- **2025:** 69.70% (69 out of 99) - State Avg. 75%
- **Change: +8.48 percentage points improvement**

Overall Pass Rate

- **2024:** 89.12% (131 out of 147) - State Avg. 83%
- **2025:** 69.70% (69 out of 99) - State Avg. 85%
- **Change: -19.42 percentage points**
 - This decline is expected and not concerning because:
 - 2024 students had a full year+ to complete multiple attempts and 2025 students are still early in their 2-year testing window
- Notice that 2025's "overall pass" (69) equals "first-attempt pass" (69) - meaning no one has completed second attempts yet

Paramedic NREMT Outcomes



Combined Paramedic Cohort Data (2022-2025)

Academic Year	Graduates	Attempted	First-Attempt Pass Rate	Overall Pass Rate
2022-23	33	33	63.64%	96.97%
2023-24	36	36	61.10%	97.20%
2024-25*	57	40	67.50% (27/40)	67.50% (27/40)

*2024-25 data is preliminary: 17 graduates have not yet attempted, and no second/third attempts are recorded yet.



First-Attempt Pass Rate

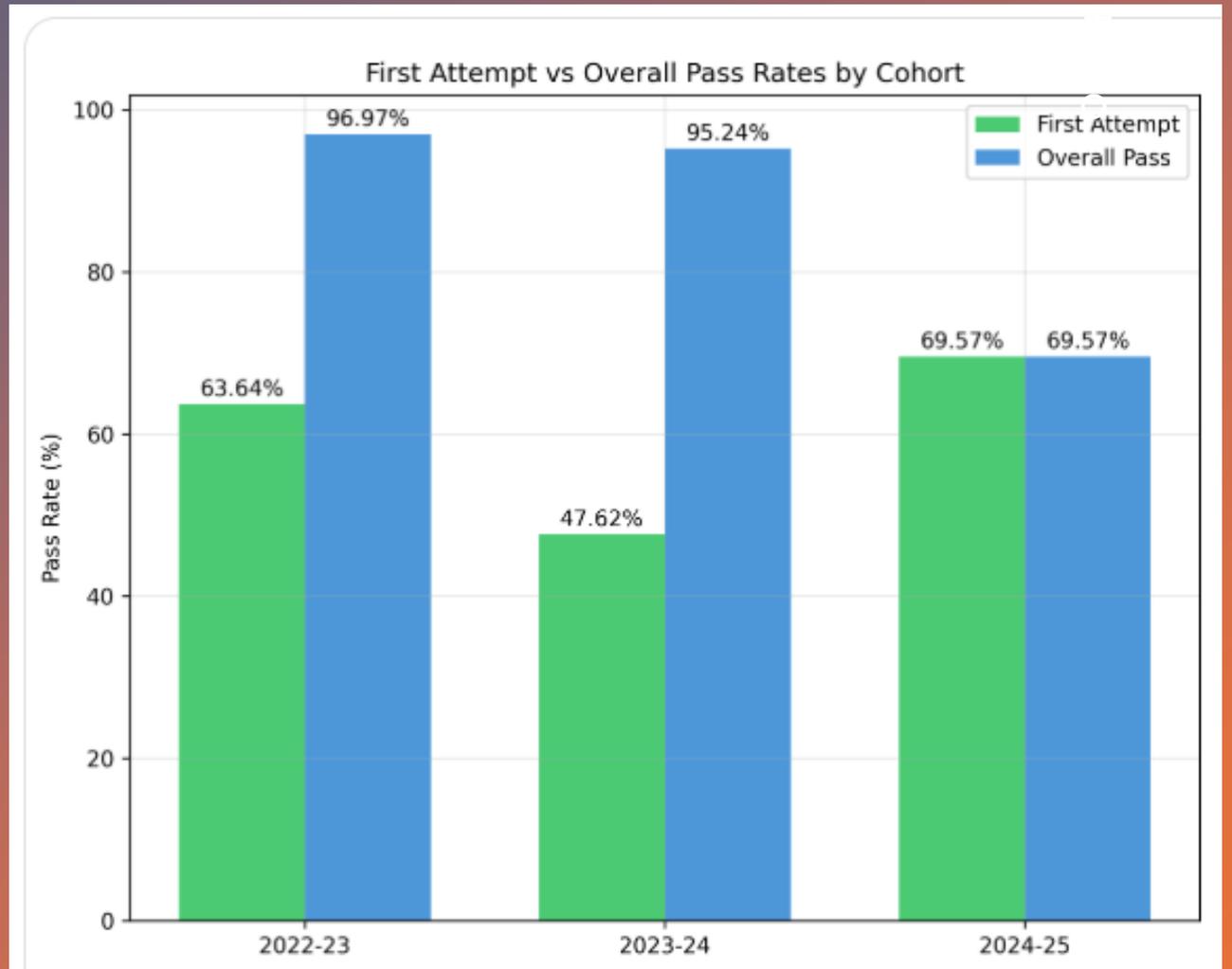
- **2022-23:** 63.64%
- **2023-24:** 47.62% (dip)
- **2024-25:** 69.57% (+21.95 percentage points improvement!)

Overall Pass Rate

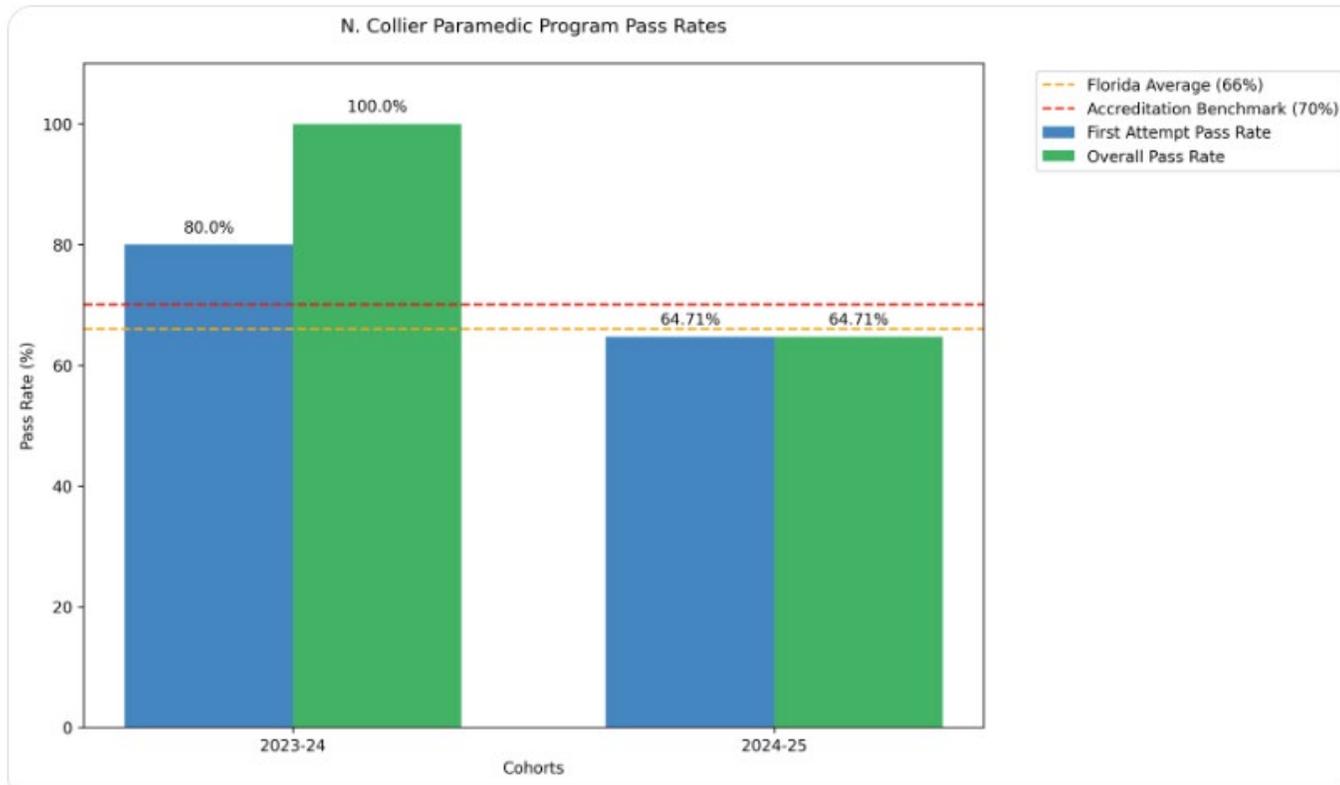
- **2022-23:** 96.97% (32 of 33 passed)
- **2023-24:** 95.24% (20 of 21 passed)
- **2024-25:** 69.57% (16 of 23 attempted)

Paramedic

Lee Campus as of 1/22/2026



Paramedic, N. Collier



2023-24 Cohort

- **80% first-attempt** - 14 points above Florida Average, 10 points above accreditation benchmark
- **100% overall** - Perfect success rate, far exceeding all standards

2024-25 Cohort - Preliminary Status

- **64.71%** - Currently 1.29 points below Florida Average, 5.29 points below accreditation benchmark
- Only 17 of 26 graduates have attempted (65.4%)
- 9 students still need to make first attempt

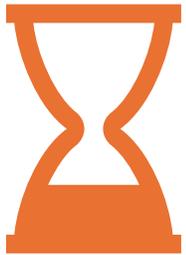


Our Vision, 2026 -->

1. What will success look like in 5 years?
2. What would make you proud to say you work for FSW's Emergency Services Program(s)?
3. When a student completes our program, what must be true about them on day 1, in the field?
4. What areas or goals do you feel our department should prioritize?



Syllabus



Deadlines are going to become more accelerated.



Late work policy – Let's ensure consistency among all Paramedic instructors and all EMT instructors.



Communication standards: preferred method of contact and recommended response timeframe (24–48 business hours).



Lead Instructor Standing Meeting(s)

Topic considerations:

- Curriculum alignment (content updates or pacing)
- Student trends (recurring challenges, successes or support needs)
- What is working well (teaching strategies, tools, or resources worth sharing)
- Opportunities for improvement (areas where consistency or clarity can be strengthened)



Career Path Planning

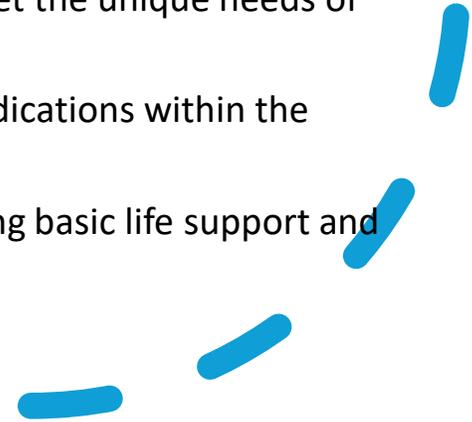
- College administration supports being more proactive in developing career trajectories for employees (Employee Satisfaction, Retention, and Career Planning)
- Promotion discussions will be incorporated in quarterly check-ins and feedback given and documented in Agile.
- Review of existing job descriptions to elevate them to the next level, identifying higher-level work that employees are or are planning on performing.
- Contingent on budget approval- 5% increase
- EMS Support Specialist > EMS Support Specialist II, Program Coordinator> Senior Program Coordinator, Fire Academy Supervisor > Senior Fire Acad. Supervisor
- EMS Support Specialist: 2 years, Program Coordinator: 4 years



Program Learning Outcomes

Approved during the January Curriculum Committee Meeting. Next step working towards MLO's and course level alignment.

EMT

- Analyze the professional roles, responsibilities, and scope of practice of an EMT.
 - Perform comprehensive patient assessments across the lifespan to distinguish between normal and abnormal findings.
 - Synthesize medical knowledge and communication strategies to convey critical patient information across the continuum of emergency care.
 - Evaluate medical emergencies to determine and implement appropriate treatment interventions within the EMT scope of practice.
 - Apply trauma management protocols to stabilize and treat patients with traumatic injuries.
 - Analyze ways to adapt emergency care approaches to meet the unique needs of special populations and diverse communities.
 - Apply pharmacological principles to safely administer medications within the EMT scope of practice.
 - Execute age-appropriate resuscitation protocols integrating basic life support and airway management techniques.
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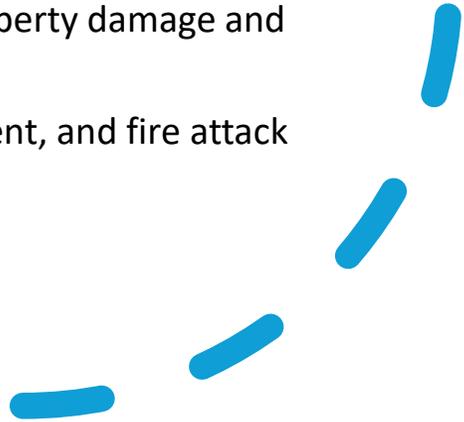
Program Learning Outcomes

Paramedic

- Integrate advanced pre-hospital care knowledge, psychomotor skills, and professional behaviors to perform competently as an entry-level paramedic within the paramedic scope of practice.
 - Evaluate various patient presentations to formulate comprehensive treatment plans based on current paramedic standards of care.
 - Apply knowledge of anatomy, physiology, and pathophysiology to accurately assess and manage patients experiencing various medical and trauma emergencies across all ages.
 - Recall basic and advanced life support procedures and skills.
 - Perform comprehensive patient assessments and interventions within established time parameters and performance standards.
 - Demonstrate effective communication and documentation practices, demonstrating proficiency in medical terminology and patient care reporting.
 - Model professional behavior and affect, integrity, compassion, accountability, patient advocacy, and effective communication with patients, families, and team members.
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Program Learning Outcomes

Firefighter I/II

- Analyze the organizational structure and professional standards of the fire service.
 - Evaluate personal readiness strategies to maintain physical, emotional, and psychological resilience required for firefighting responsibilities.
 - Acquire basic knowledge and skills in emergency medical response, including first aid and CPR.
 - Demonstrate the proper use of personal protective equipment.
 - Demonstrate proper use of ropes, firefighter tools, and equipment.
 - Evaluate emergency scenarios to select and implement appropriate response protocols for fire, rescue, vehicle, and hazardous material incidents.
 - Evaluate fire scene conditions to select and implement appropriate suppression, ventilation, and conservation strategies that minimize property damage and ensure firefighter safety.
 - Demonstrate effective building searches, ladder deployment, and fire attack tactics.
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Student Opinion Surveys

All courses showed **100% positive ratings** across quantitative measures, with students consistently agreeing that:

What Students Found Most Beneficial:

- Overwhelmingly, students cited **practical, hands-on experience** as the most educationally beneficial aspect
- Lab scenarios that allowed them to apply theoretical knowledge
- Real field experience during practicum/ride-time
- Practice with actual equipment and patient interactions
- Instructors going "above and beyond" to answer questions
- Willingness to stay late for extra practice
- Quick, efficient feedback and communication
- Creating a supportive environment where students felt comfortable asking questions
- Clear explanations during lectures
- PowerPoint presentations with detailed slide explanations
- Variety of assessment types

Student Opinion Surveys

Areas for Improvement:

- Some students noted that reading PowerPoints word-for-word made it difficult to stay engaged
- Requests for more educational videos showing procedures rather than just pictures
- Suggestion to make lectures more interactive
- Request to use Zoll monitors instead of regular BP cuffs and SpO2 devices
- Students wanted instructors to **demonstrate procedures before students perform them**
- Some skills weren't covered in class at all or only discussed verbally
- Request for **study guides for exams**
- Request for less weight on homework in overall grade
- Suggestion to space out assignments better
- More trauma scenarios requiring C-collar application
- Scenarios incorporating C-PAP and other advanced skills
- More concise, focused scenarios with everyone on the same page
- Evaluation of squad leaders/groups about a week after formation
- Request for more descriptive Canvas assignment titles (e.g., "Week 8 HW - Chapter X" instead of just "Week 8 Homework")
- Suggestion to require Anatomy & Physiology 1 as prerequisite



Renaissance Planning

- Blend renaissance with modern EMS.
- “From Plague to Paramedic” Interactive Station
- Medieval Medic Challenge
- Hands- On Skills (splinting with sticks and cloth, sword injury, burns, horse accident)
- March 11th and 12th





Fall 2026 Paramedic Planning

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- Charlotte County Public Safety – approval in-progress
 - Shifts (Lee A and N. Collier C)
 - Application Process Changes
 - Interview, writing sample, 20-question BLS test



Questions,
Concerns,
Feedback

