Evaluation and Outcomes Committee

Associate Degele (ASN) Outcomes

Bachelor's Degree in Nursing (BSN) Outcomes

10/23/2020 Meeting Presentation

FSW SCHOOL OF HEALTH PROFESSIONS NURSING

Review

- ACEN (www.acenursing.org)
- SACSCOC (https://www.sacscoc.org/)
- ACEN Standard 6 Outcomes
- Standard 1: Mission and Administrative Capacity Mission and Administrative Capacity
- Standard 2: Faculty and Staff
- Standard 3: Students
- Standard 4: Curriculum
- Standard 5: Resources
- **Standard 6: Outcomes**
  - Same for AS and RN to BSN Programs except for NCLEX pass rates

End of Program Student Learning Outcome

- **ASN / BSN 6.1** **The program demonstrates evidence of students' achievement of each end-of-program student learning outcome.**

- **ASN / BSN 6.2 The program's most recent annual licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period.**

- **ASN / BSN 6.3 The program demonstrates evidence of students' achievement in completing the nursing program.**

- **ASN / BSN 6.4 The program demonstrates evidence of graduates' achievement in job placement.**

Program and End of Program Student Learning Outcomes

- **ASN / BSN Standard 1.3** The assessment of end-of-program student learning outcomes and program outcomes is shared with communities of interest, and the communities of interest have input into program processes and decision-making.
  - How are outcomes communicated?
    - Departmental Meetings
    - Advisory Meetings
    - Students – Colloquiums?

ACEN Required Outcome Posting

▶ See Document 2020-10-23 # 1

▶ Go to https://www.fsw.edu/assets/pdf/academics/programs/asnursing/StudentAchievementOutcomeDataASN.pdf to see previous AS Outcomes

▶ Last 3 years of data on

  ▶ NCLEX pass rates (2019

  ▶ Program completion

  ▶ Employment

End of Program Student Learning Outcome

- **ASN / BSN 6.1 The program demonstrates evidence of students' achievement of each end-of-program student learning outcome.**
    - [End of Program Student Learning Outcomes (SLO)].
    - There is ongoing assessment of the extent to which students attain each end-of-program student learning outcome.
    - There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of students' attainment of each end-of-program student learning outcome.

ASN 6.1 The program demonstrates evidence of students' achievement of each end-of-program student learning outcome.

- Measured by:
  - 6-9 months post – graduate surveys
  - Just before graduation
  - Community Advisory Meetings -survey
- Choose an ASN Class where we are directly measuring SLOs
- Demonstrate how we are using results from out measurements to make decision about our programs for the maintenance and improvement of student attainment of each end-of-program student learning outcome

6.1 End of Program Student Learning Outcomes

- AS Program – measuring this via student post graduation surveys – low return
  - **Need adequate returned surveys to steer program. (35-45%)**
    - 9 - month post graduation
    - Aug / Sep (Dec grads) & Dec / Jan (Apr-May grads)
    - **2019-20 8% return student ranked good or better 100% of time**
- **Develop a survey for end of program / just before graduation**
  - **Develop or review the crosswalk of how EOP SLO are taught across the AS curriculum**
  - **AS Program to select a class where some of the SLO are directly measured. Can be a question or questions on a course exam or a grading rubric on an assignment. Once identified Dr. van Gaalen will pull this information from all the course sections and provide the information back to Nursing Program. I suggest starting with last didactic course in program.**
- Measure at Community Advisory Meeting by surveying employers
- **Develop or review the crosswalk of how EOP SLO are taught across the AS curriculum and directly measured.**
  - **Once identified Dr. van Gaalen will pull this information from all the course sections and provide the information back to Nursing Program. I suggest starting with last didactic course in program.**

End of Program Survey – pre-graduation

- Are you planning to stay in Florida or move to another state for your first RN position?   If yes what state?

- Please rate your satisfaction with FSW's ASN Program.

- Please rate what you feel are the best things about FSW ASN Program?

   Comments:

- What do you feel is/are the improvements you feel are needed with the ASN Program? Comments:

- Were you invited to come to AS Program Meetings?   Did you attend?

End of Program Survey – pre-graduation – cont.

- Please rate your satisfaction with FSW student support services.
  - Library Services (Very Satisfied; Satisfied; Dissatisfied; Very Dissatisfied; Did not use
  - Financial Aid Services   Student Clubs and Organizations
  - Adaptive Services   Student Engagement
  - FSW Admission Office   Bookstore
  - General Academic Advising   Graduation Information
  - Testing Center   Veteran's Affairs
  - Registration and Records   Dining Services
  - Cashier / Bursar's Office   On campus housing
  - Academic Support   Tutoring Center
  - Public Safety   Bookstore

End of Program Survey – pre-graduation – cont.

- Please rate how well you feel you have learned the ASN Student Learning Outcomes.
  - Advocate holistically for diverse patient populations and their families in ways that promote health, self-determination, integrity, and ongoing growth as human beings
  - Integrate clinical reasoning, substantiated with evidence, to provide and promote safe and compassionate quality care for patients and families in a community context.
  - Distinguish one's professional identity in ways that reflect integrity, responsibility, legal and ethical practices, and professional growth and development as a nurse.
  - Communicate respectfully and effectively with diverse populations and the interdisciplinary healthcare team through collaborative decision making to produce optimal patient outcomes.
  - Manage patient care effectively related to time, personnel, informatics and cost to continuously improve the quality and safety of health care systems.

- What is your non FSW email?   What is a phone number to reach you once you graduate?

Revised AS Post-Graduate Survey Questions

- Are you: (mark each one that applies to you)
  - Employed full time as a Registered Nurse
  - Employed part time as a Registered Nurse
  - Actively serving in US military
  - Enrolled in a graduate nursing program
- Where do you work, healthcare agency, city, state _____
- How satisfied are you with FSW AS Nursing Program?
- What nursing skills do you feel FSW taught you that you use most?
- What skill did you find you needed that FSW needs to include or expand on more?

Post-graduate ASN Survey – pre-graduation – cont.

- Please rate how well you feel you have learned the ASN Student Learning Outcomes.
    - Advocate holistically for diverse patient populations and their families in ways that promote health, self-determination, integrity, and ongoing growth as human beings
    - Integrate clinical reasoning, substantiated with evidence, to provide and promote safe and compassionate quality care for patients and families in a community context.
    - Distinguish one's professional identity in ways that reflect integrity, responsibility, legal and ethical practices, and professional growth and development as a nurse.
    - Communicate respectfully and effectively with diverse populations and the interdisciplinary healthcare team through collaborative decision making to produce optimal patient outcomes.
    - Manage patient care effectively related to time, personnel, informatics and cost to continuously improve the quality and safety of health care systems.

AS Post - Graduate Surveys

- Goal increase return rate to 35% - 45%
  - Return Surveys at 6.5% (2018-19 return was 15%)
- Send surveys 6 months post RN to BSN graduation - October (Spring graduates), January (Summer graduates) & June (December graduates).
  - Provide non - FSW emails to Assessment and Effectiveness Department
  - Follow up with phone calls to graduates to administer surveys over the telephone to supplement survey returns.
  - Revise questions on survey to make them easier to answer.

BSN Measures to increase Graduate Surveys

- Goal increase return rate to 35%

- Return Surveys at 6.5% (2018-19 return was 15%)

  - Send surveys 6 months post RN to BSN graduation - October (Spring graduates), January (Summer graduates) & June (December graduates).

  - Provide non - FSW emails to Assessment and Effectiveness Department

  - Follow up with phone calls to graduates to administer surveys over the telephone to supplement survey returns.

  - Revise questions on survey to make them easier to answer.

Sub-Committee Chair for ACEN 6.1

- Volunteer

6.2 ASN NCLEX Pass Rates

- Sub-committee – work on aggregating and de-aggregating NCLEX pass rates. Volunteer to chair this committee?
  - Retroactive study for 2018, 2019, 2020
  - Have a list of all students who graduated by campus and option (day or evening) so NCLEX pass rates can be de-aggregated by program type
  - Patty is working to get report by graduate names for each quarter
  - Present this information to Faculty / Staff at meeting

6.3 ASN Program Completion

- Sub-committee Chair. Volunteer?
  - Follow students from Admission co-hort to Graduation.
    - Aggregate and de-aggregate

6.4 Employment after graduation

▶ Sub-committee chair. Volunteer?

▶ We need to have a point of contact at each major employer that hire our ASN graduates. Fawcett, Bayfront PG & PC, Lee Health Systems, Park Royal, Hospice, NCH, Physician Regional to find out where students are hired.

▶ Keep a running list of graduates from graduation forward

Reports

- Data collected is used to complete the following nursing reports
  - Perkins Industry Report (each semester – Barbara Perrine sends by email to AD (due near the beginning of each semester for previous semester)
    - Collects information on pass rates by graduation co-hort
  - Industry Report – Comes from the State of Florida DOE annually (May)
    - Collects information on graduation / NCLEX pass rates
  - FCN / FBON Report Annually (formerly OPPAGA)(Fall around October each year)
    - Number of student, completion, faculty, student demographics, faculty recruitment, accreditation status, # of applicants, # admitted, graduates, AS & BSN Programs

Reports - continued

- SW Florida Workforce development (AS Program) – requested when student who are given workforce grants are in nursing program. (Last report March 2020)

  - Cohorts admitted, graduated, NCLEX pass rates, employment, average wages

- ACEN Annual Reports (AS & BSN) (could find a copy of last report)

  - Applications, admission, faculty, completion

- AACN report – (Sep / Oct annually – mainly BSN but does ask about AS)

  - Students admission, number registering for classes after admission, student completion, faculty,

ACEN Standard 6: Outcomes Systematic Evaluation Plan

▶ **Program evaluation demonstrates that students have achieved each end-of-program student learning outcome and each program outcome.**

▶ **The nursing program has a current systematic plan of evaluation. The systematic plan of evaluation contains:**

  ▶ Specific, measurable expected levels of achievement for each end-of-program student learning outcome and each program outcome.

  ▶ Appropriate assessment method(s) for each end-of-program student learning outcome and each program outcome.

  ▶ Regular intervals for the assessment of each end-of-program student learning outcome and each program outcome.

  ▶ d. Sufficient data to inform program decision-making for the maintenance and improvement of each end-of-program student learning outcome and each program outcome.

  ▶ e. Analysis of assessment data to inform program decision-making for the maintenance and improvement of each end-of-program student learning outcome and each program outcome.

  ▶ f. Documentation demonstrating the use of assessment data in program decision-making for the maintenance and improvement of each end-of-program student learning outcome and each program outcome.

Systematic Evaluation Plan

- ▶ See document 2020-10-23 # 2 for an example of how the overview would look like.

- ▶ I will update the information we have so far for the January meeting and have this committee review.

- ▶ I will meet with Dr. Voelpel and June Davis to find out about our ACEN 1-5 standards in regards to the Systematic Evaluation Plan for 20-21.