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.**

End of Program Student Learning Outcomes

- AS Program – measuring this via student surveys – low return
  - Need adequate returned surveys to steer program. (35-45%)
  - 9 mo post graduation
  - Aug / Sep (Dec grads) & Dec / Jan (Apr-May grads)
  - 2019-20 8% return student ranked good or better 100% of time
- Measure at Community Advisory Meeting –
- Should have students evaluate in Preceptorship class

- RN to BSN – measure via student return
  - Need adequate returned surveys to steer program (faculty determined goal of 35% for 2019-20.
  - Actual was 8-10%
  - 6 mo post graduation
  - June (Dec grads); Oct (Apr/May grads) & Feb (Aug grads).
  - 2019-20 results 6.5% return, goal not met; measured 100% for all 8 EOP SLO
- Measure at Community Advisory Meeting
- Measure in last class in Capstone Project Goal was 95% or above. Actual achieved 97.8% Met.
- Have a in program survey given in last course asking students ranking themselves on achieving SLO.

Additional measures / Action Recommended

- AS and RN to BSN will need to start measuring SLO in courses before the end of program.
  - RN to BSN measured SLO in direct measure by a capstone project grading rubric. Will be selecting an earlier course for this academic year
  - AS need to have a measurement starting in the last semester that identifies the 5 program outcomes. Can be an exam question, project, essay with grading rubric
  - Last semester survey to students about to graduate

- RN to BSN Action to correct low return
  - 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
  - Telephone graduates one week before survey is sent asking to please fill out survey
  - 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.

- Suggestions sent to Dr. van Gaalen who agreed faculty suggestions are able feasible and their dept. will assist.

Program Outcome

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

  ▶ There is ongoing assessment of the extent to which graduates succeed on the licensure examination.

  ▶ 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 graduates' success on the licensure examination.

  ▶ There is a minimum of the three (3) most recent years of available licensure examination pass rate data, and data are aggregated for the nursing program as a whole as well as disaggregated by <u>program option</u>, location, and date of program completion.

2019 – 20 NCLEX Pass Rates

- AS Program
- Goal: By the end of AY 2019-2020 the NCLEX pass rate for FSW AS Nursing will be 80% or higher.
  - 2019-2020 80.45%
- Action:
  - Changed Preceptorship course
  - Changing curriculum to population based rather than concept based

- RN to BSN
- Not applicable

Program and End of Program Student Learning Outcomes - AS

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

  - The expected level of achievement for program completion is determined by the faculty and reflects student demographics.

  - There is ongoing assessment of the extent to which students complete the nursing program.

  - 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' completion of the nursing program.

  - There is a minimum of the three (3) most recent years of annual program completion data, and data are aggregated for the nursing program as a whole as well as disaggregated by program option, location, and date of program completion or entering cohort.

Program Completion

- AS Nursing Program
- Fall 2017 / Spring 2018 cohorts
  - 2 years behind for results
  - Graduated Fall 19 or Spring 20
  - Admitted 88 students Fall 17 and 157 in Spring 18 total of 245.
  - Graduated 231 of 245 or 94.3% within 150% length of program.
  - Attrition 14 of 245 or 5.7%
  - Goal is 90% graduation - Met

- RN to BSN Completion
- Fall 17 / Spring 18 / Summer 18
  - 2-3 years behind because we had a 6 sem track (150% 9 sem)
  - Admitted 143 students
  - 123 graduated in 150% length of program (3 tracks – 2,4,6 sem) or 86% Goal 80% will graduate in 150% length of program. Goal met.
  - Graduated at any length 124/143 or 86.7%
  - Attrition 19/143 or 13.3%

Program Outcome - Employment

- **ASN / BSN 6.4 The program demonstrates evidence of graduates' achievement in job placement.**
    - The expected level of achievement for job placement is determined by the faculty and reflects program demographics.
    - For students who do not hold a license as a registered nurse upon admission to the program, there is ongoing assessment of the extent to which graduates are employed.
    - For students who hold a license as a registered nurse upon admission to the program, there is ongoing assessment of the extent to which graduates are employed
    - 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 graduates being employed.
    - There is a minimum of the three (3) most recent years of available job placement data, and data are aggregated for the nursing program as a whole.

Program Outcome - Employment

- AS Program
- Is tracked only through graduate surveys. Not being tracked any other way.
  - What can we do to track?
  - Suggestions: contact major employers HR each semester; call graduates and ask; look at address on graduate RN license; check RN to BSN admission for program enrollment…
  - State tracking of this item – return on investment

- RN to BSN
  - 90 % of those students who desire full time employment will be employed, in graduate program or active military.
  - 135 graduates during this period, we found information on 128. 119/128 (93%) graduates were employed, in full time graduate program or actively serving in military. 9 graduates (7%)choose not to be employed.
  - Goal was met.

How are outcomes communicated

- Program Meetings (Show example of minutes)

- Parties or interest: Community Advisory Committee; Students; Administrative Leaders, Website

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.

Reflective Assessment

- What are the 4 topics that are scripted by ACEN to measure as and outcome?
- A.
- B.
- C.
- D.

RN to BSN Outcomes

2019-2020

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.

Revised RN to BSN 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

Comments:

Survey Questions

Has your employment or role changes since earning a BSN degree?

-Yes

-No

Comments:

Survey Questions

Please rate your satisfaction with the education you received during your RN to BSN Program

      -Very Satisfied

      -Satisfied

      - Dissatisfied

      - Very Dissatisfied

Comments:

Survey Questions

- Please rate how well do you feel you met each of the 8 FSW RN to BSN end of program learning outcomes:

  - Synthesize knowledge from nursing and the physical, behavioral, psychological and social sciences, and the humanities in practice of professional nursing. • Integrate global health and health care, its relevant issues and policies as they relate to professional nursing practice. • Evaluate research in the exploration of the spectrum of health within the framework of evidence-based practice. • Synthesize standards of professional practice and care. • Articulate the role of the professional nurse within inter-professional teams. • Analyze current and changing health care information technologies and systems. • Summarize the components of leadership and followership in professional nursing practice. • Interpret the social responsibility of the nursing profession in the development and implementation of health care policy

- Comments:

ACEN Standard 6: Outcomes

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

▶ **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.**