



Planning and Evaluation Tracking

College Year: **2009-2010**

Division of: **NURSING**

Person Responsible: **Sheryl Mueller,**
Nursing Division Chair

Department of: **Associate Degree Nursing**

Person Responsible: **Research &**
Program Effectiveness Committee

Purpose Statement: To prepare entry-level nurses that meet the health care needs of individuals and families within our community and surrounding region and to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN).

Goal Statements	Objectives/Outcomes (including assessment tools and standards)	Results	Use of Results (including improvements and revisions)
1. Facilitate student progression in the A.D.N. Program.	1. a. 85% of each student cohort, who is admitted to the Introduction to Nursing course, will graduate within six semesters as determined by completion and persistence rates (CPR) calculated from A.D.N. Program files and AC data base records.	1.a. 58.7% of students admitted to the Introduction to Nursing course in spring 2005 and fall 2005 graduated within six semesters (graduation rate as defined by the THECB). 10.77% of these students persisted beyond the six semesters and graduated from the program. Total CPR for these students is 69.47%. Historically, the CPR has ranged from 68%-72% according to PET records.	1.a. ANALYSIS: There was a 4.7% improvement in the graduation rate (on-time completion in six semesters) from the previous PET analysis. CPR for these students is consistent with historical data.
	1.b. 85% of each student cohort, who is admitted to the Transition to Nursing Practice course, will graduate within four semesters as determined by	1.b. 69.56% of students who entered the program in spring 2006 and fall 2006 graduated within a four-semester time frame (CPR). 34.78% of these students	1.b. ANALYSIS: The CPR for Transition students was reported as 68% in the last PET. The CPR this year represents a 1.56% increase from the previous

CPR calculated from A.D.N.
Program files and AC data
base records.

graduated within three
semesters (graduation rate
as defined by the THECB).

year. However, the
graduation rate for
the Transition students was
40% previously, and this
represents a 5.22%
decrease in graduation rate
or on-time completion in
three semesters.

PLAN OF ACTION (1.a.b.):
The THECB determines
program eligibility for
Professional Nurse
Shortage Reduction Funds
(PNSRF) based on an
increase in number of
graduates from year to
year. Also the THECB ties
funding available for the
PNSRF to graduation rates
above 70%. A Retention
Task Force was appointed
during the spring 2009
semester and charged with
determining student
success strategies to
increase program retention
and on-time completion as
defined by the THECB.
Some of these strategies
have been implemented,
and others are planned for
implementation in 2009-10.

2. Prepare graduates who are qualified to pass the National Council Licensure Exam for Registered Nurses (NCLEX-RN).

2. 85% of each graduating cohort will pass the NCLEX-RN Exam on the first attempt as reported by the Texas Board of Nursing in quarterly and annual program reports.

2. May 2008: 87.23%
December 2008: 88.2%

2. ANALYSIS: Indicator met. New NLNAC standards specify that program initial licensure rates must be at or above the national mean. The national mean for first-time candidates taking the NCLEX-RN was 86.7% in 2008.

PLAN OF ACTION:

Continue to closely monitor first-time NCLEX-RN Exam pass rates for program graduates. Continue HESI Exit Exam testing and assign remediation for students scoring below 850. Continue the NCLEX Team approach to promoting graduate success on the NCLEX-RN Exam. Continue to evaluate NCLEX Program Reports and HESI Exit Exam results to identify areas for program curricular and instructional improvement.

3. Prepare graduates to secure job placement as registered nurses in the workforce.	3. 85% of each graduating cohort who passes the NCLEX and seeks employment will be employed as registered nurses within one year of graduation as determined by A.D.N. alumni surveys and THECB employment records.	3. May 2008: 95% December 2008: 95%	3. ANALYSIS: The program exceeded the indicator of 85%. Graduates continue to secure either a full-time or part-time position despite the national, state, and regional economic downturn. PLAN OF ACTION: Continue to follow local employment trends for new graduates.
4. Prepare graduates with the knowledge and skills required for employment as registered nurses in the workforce.	4.a. 85% of each graduating cohort will communicate satisfaction with the A.D.N. Program on the Graduate Survey.	4.a. May 2008: 95.1% December 2008: 96.1%	4.a.b. ANALYSIS: The program exceeded the indicator of 85%. Graduating students and alumni are satisfied with their educational preparation in the program.
	4.b. 85% of each cohort of one- and five-year alumni will communicate satisfaction with the A.D.N. Program on the Alumni Survey.	4.b. 93.8% of one and five-year alumni (2007 & 2002) combined communicated satisfaction with the A.D.N. Program.	PLAN OF ACTION (4.a.b.): Continue to prepare graduates who are satisfied with their educational preparation. Evaluate ways to strengthen the use of research to improve nursing practice and the use of technology to manage care since these two categories had the lowest mean scores in the alumni surveys.
	4.c. 80% of employers will indicate that alumni perform the major duties of their positions according to the	4.c. 93.1% of employers responding to the survey indicated that one-year alumni (2007) are	4.c. ANALYSIS: The program exceeded the indicator of 80%. Survey results indicated that employers

standards of nursing practice as determined by employer surveys of one-year alumni.

performing the duties of their positions according to standards of nursing practice.

are satisfied to very satisfied with the A.D.N. Program alumni's job performance.

PLAN OF ACTION:

Continue to evaluate trends in nursing education and ensure that cognitive, psychomotor, and affective skills requirements are evidence-based and consistent with contemporary nursing practice.

4.d.80% of employers will indicate that alumni meet or exceed performance on all A.D.N. Program objectives as determined by employer surveys of one-year alumni

4.d. 95.3% of employers responding to the survey indicated that the alumni were well-prepared in the A.D.N. Program.

4.d. ANALYSIS: Indicator met. Use of research to improve nursing practice and use of technology to manage care were the lowest-rated performance areas by employers of the one-year alumni. Safe performance of nursing skills, practice within an ethical/legal framework, and communication with other healthcare workers in the provision of care were among the highest-rated categories by employers of these one-year alumni.

PLAN OF ACTION:

Ensure that employers clearly understand the

			<p>meaning of the two lowest-rated categories on the survey. Consider re-wording these two categories on the survey in order to assist employers to better evaluate the performance of program alumni.</p>
<p>5. Promote partnerships within the healthcare community.</p>	<p>5.a.100% of healthcare organizations or agencies solicited to serve as clinical resources for the A.D.N. Program will sign affiliation agreements with the college.</p>	<p>5.a. 100% compliance.</p>	<p>5.a. ANALYSIS- Indicator met.</p> <p>PLAN OF ACTION: Continue to promote healthcare partnerships in the community in order expand clinical sites/spaces for program growth and to broaden the scope of student clinical experiences. Triumph Hospital was added as a clinical site for medical-surgical nursing experiences in 2009-10.</p>
<p>6.</p>	<p>6.</p>	<p>6.</p>	<p>6.</p>

7.

7.

7.

7.

revised 8/1/05