



# Planning and Evaluation Tracking

College Year: 2010-2011

Division of: Nursing Person Responsible: Sheryl S. Mueller, Division Chair  
Person Responsible: Research & Program Effectiveness Committee

Department of: Associate Degree Nursing (A.D.N.)

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

## Goal Statement #1: Facilitate student progression in the A.D.N. Program

### Objectives/Outcomes (including assessment tools and standards):

1. 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.
2. 85% of each student cohort, who is admitted to the Transition to Nursing Practice course, will graduate within three semesters as determined by CPR calculated from A.D.N. Program files and AC data base records.

### Results:

1. The graduation rate (on-time completion by THECB definition) for generic students who entered the program in fall 2006 and spring 2007 was 59.7%. Total CPR was 65.2%. Five students from this cohort are still enrolled in the nursing program.
2. The graduation rate (on-time completion by THECB definition) for transition students who entered the program in fall 2007 and spring 2008 was 34%. Total CPR was 68.18%.

### Use of Results (including improvements and revisions):

#### Analysis:

1. The graduation rate for generic students improved by 1.0% from the last PET analysis, but CPR has declined by 4.27% for this cohort since the last PET analysis.
2. The graduation rate for transition students declined by 0.8% from the last PET analysis, and total CPR declined by 1.38% for this cohort since the last PET analysis.

#### Plan of Action:

1. Continue implementation of strategies to promote student success as identified by the Nursing Success Task Force (formerly the Student Retention Task Force). Some strategies already implemented or to be implemented include: (1) survey students each semester to determine their perception of learning needs and resources, (2) increase the utilization of clinical simulation to promote decision-making skills, (3) enhance the connection between students and faculty members in the classroom and

- clinical settings, (4) have smaller classes in courses with high attrition rates, (5) increase utilization of supplemental instruction in the program, and (6) employ a Retention Specialist.
2. Evaluate the implementation of the EVOLVE Reach Learning System in fall 2009 on student progression.
  3. Implement new clinical instruction approaches in all clinical courses in fall 2010 to facilitate student progression.
  4. Implement a generic accelerated program option in summer 2010 for selected candidates who meet admission criteria.
  5. Continue to develop an accelerated transition option for qualified candidates.
  6. Improve student engagement in the classroom and clinical to promote critical thinking.

## **Goal Statement #2: Prepare graduates who are qualified to pass the National Council Licensure Exam for Registered Nurses (NCLEX-RN)**

### **Objectives/Outcomes (including assessment tools and standards):**

1. NCLEX-RN Exam first-time pass rates for program graduates will be at or above the national mean as reported annually by the NCSBN.

### **Results:**

1. The pass rate for first-time test takers in the A.D.N. Program for 2009 was 88.19%. The national mean was 88.2%.

### **Use of Results (including improvements and revisions):**

#### **Analysis:**

1. A.D.N. program graduates were within .02% of the national mean in 2009.

#### **Plan of Action:**

1. Continue integration of EVOLVE Reach products and services throughout program.
2. Administer the HESI Exit Exam to students twice during the final semester of the program beginning in fall 2010 and continue to require remediation for students scoring below 850 on the exams.
3. Continue assignment of students in the capstone course to an NCLEX Team lead by a Level IV faculty member to promote graduate success on the NCLEX-RN Exam.
4. Use biannual NCLEX Program Reports and HESI Exit Exam results to improve and update program curriculum content.
5. Use 2010 NCLEX-RN Detailed Test Plan to ensure that tested content is included in program curriculum.

### **Goal Statement #3: Prepare graduates to secure job placement as registered nurses in the workforce.**

#### **Objectives/Outcomes (including assessment tools and standards):**

1. 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.

#### **Results:**

1. 100% of one-year alumni who responded to the survey indicated that they have a position in nursing on a full- or part-time basis.
2. 89.7% of graduates from the December 2009 cohort and 85.7% of graduates from the May 2010 cohort reported having secured a full- or part-time entry level position at the time of graduation.

#### **Use of Results (including improvements and revisions):**

##### **Analysis:**

1. The outcome of 85% employment at one-year after graduation was exceeded by 15%. The percentage of graduates who reported employment at the time of graduation was lower than the previous year. This is partially related to some graduates who reported no plans to pursue employment until after passing the NCLEX-RN Exam. It may also indicate a slowdown of employment of new graduates for various reasons.

##### **Plan of Action:**

1. Continue to evaluate employment trends in the local/regional area.

### **Goal Statement #4: Prepare graduates with the knowledge and skills required for employment as registered nurses in the workforce.**

#### **Objectives/Outcomes (including assessment tools and standards):**

1. 85% of each graduating cohort will communicate satisfaction with the A.D.N. Program on the Graduate Exit Survey.
2. 85% of each cohort of one- and five-year alumni will communicate satisfaction with the A.D.N. Program on the Alumni Survey.
3. 80% of employers will indicate that the alumni perform the major duties of their positions according to the standards of nursing practice as determined by Employer Surveys of one-year alumni.
4. 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.

#### **Results:**

1. The outcome was met. 85.7% of graduates reported that they are satisfied to very satisfied with their educational preparation in the nursing program. A total of 14.3% of program graduates were neutral. Graduates indicated that the program provided a quality education with dedicated faculty members who stimulated critical thinking. They also indicated that faculty members were caring in

their instruction. However, graduates also indicated that they wanted the program to be more flexible when scheduling clinical and classroom instruction.

2. The outcome was met. 90% of one- and five-year alumni indicated that they were satisfied to very satisfied with their educational preparation in the nursing program. Alumni indicated that the program is difficult, thorough in its approach to helping students be successful, and has a good reputation for producing nurses who can think on their feet.
3. The outcome was met. 90% of employers of one-year alumni indicate that alumni are performing the major duties of their position according to standards of nursing practice. Employers indicate that alumni are compassionate, have strong clinical skills, strong critical thinking skills, and are willing to learn their role(s) as a registered nurse. Employers also indicate that alumni need to have more self-confidence and time management skills.
4. Outcome was met. 90% of employers indicate that the one-year alumni meet or exceed performance of all A.D.N. Program objectives. Research and technology proficiency are the two areas of performance that continue to be perceived as needing the most improvement.

#### **Use of Results (including improvements and revisions):**

##### **Analysis:**

1. Program graduates and one- and five-year alumni are satisfied with their education. Employers are satisfied that alumni are performing the major duties of their positions and meet or exceed performance of the A.D.N. objectives at one year after graduation.

##### **Plan of Action:**

1. Implement new clinical approaches and emphasize the use of clinical simulation to enhance decision-making self-confidence and time-management skills in program graduates.
2. Continue to strengthen classroom and clinical instruction in the areas of informatics, evidence-based practice (research) as well as interdisciplinary collaboration, quality improvement, and national patient safety goals.