



Planning and Evaluation Tracking

College Year: 2008-09

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 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. 54% of students enrolled in Introduction to Nursing in 2004-05 graduated by December 2007(on-time completion). Eleven additional students are still enrolled in the nursing program.	1.a. ANALYSIS: There has been a 6% improvement in on-time completion from the previous PET analysis. The CPR will be 61% if the 11 students that are still in the program graduate.
	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 CPR calculated from A.D.N. Program files and AC date base records.	1.b. 68% of students enrolled in Transition in 2004-05 graduated by December 2006 (on-time completion). There are no students from this cohort who are currently enrolled in the nursing program.	1.b.ANALYSIS: There has been a 3% improvement in on-time completion from the previous PET analysis. PLAN OF ACTION (1.a.b.): Continue to evaluate the HESI admission exam and its impact on student retention. Continue to evaluate variables that affect student success.

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. 90.3%: May 2007 82.7%: Dec. 2007	2. ANALYSIS: Indicator met for May 2007. However, there was a significant decrease in pass rates for December 2007 (indicator not met). PLAN OF ACTION: Determine if a correlation exists between students' HESI exit exam scores and attendance at the MEDS NCLEX Review course and their NCLEX results. Continue HESI Exit Exam testing and assign remediation as indicated. Continue to identify and evaluate variables that impact success on NCLEX-RN.
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. 94.7%: May 2007 96.1%: Dec. 2007	3. ANALYSIS: The program exceeded the indicator of 85%. Graduates continue to secure either a full-time or part-time position in a seamless manner. PLAN OF ACTION: Continue to evaluate employment trends.

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. 95.1%: May 2007 96.1%: Dec. 2007	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. 94.7%: One-year (2006) 90%: Five-year (2001)	PLAN OF ACTION: Continue to prepare graduates who are satisfied with their educational preparation.
	4.c. 80% of employers will indicate that 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.c. 95.2% (2006)	4.c. ANALYSIS: The program exceeded the indicator of 80%. However, the return rate of surveys from employers was only 20%. PLAN OF ACTION: Explore strategies to enhance the return rate of surveys by the employers.
	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. 92.8% cumulative on all program objectives.	4.d. ANALYSIS: Indicator met. The perception of the use of technology has improved from the previous PET analysis. Research has remained slightly lower than the other objectives but still above the indicator. Employers often have difficulty seeing how "research" is directly applicable to care of clients.

			<p>PLAN OF ACTION (4.d): Transition from the term "research" to evidence-based practice on the survey in order for employers to better evaluate 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 A.D.N. Program students 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: Increase community resources to broaden the scope of student clinical experiences.</p>
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