

## Planning and Evaluation Tracking

College Year: 2007-08

**Division of:** Nursing

**Department of:** Associate Degree Nursing

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

**Person(s) 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)
<p>Goal I: Facilitate student progression in the nursing program.</p> <p>Relates to Goal 4 of AC strategic plan:</p> <p>*Evaluate student success.</p>	<p><u>70%</u> of students enrolled in Level I will graduate.</p> <p><u>80%</u> of students enrolled in Level II will graduate.</p> <p><u>90%</u> of students enrolled in Level III will graduate.</p> <p>*Tool: AC Data Base &amp; A.D.N. Program student files.</p>	<p>Completion + Persistence Rates for students enrolled in 2003-04 and graduated by 2006:</p> <p>Level I: 68%</p> <p>Level II: 83%</p> <p>Level III: 85%</p> <p>Additional Completion + Persistence Rates:</p> <p>RNSG 1209: 48%</p> <p>RNSG 2307: 65%</p> <p>Outcome was met for Level II. Outcome was not met for Level I and Level III.</p> <p>An analysis of course grade distributions for 2003-04 indicates that Level 1 courses were below the departmental core classroom mean in fall and spring semesters. Level III core classroom courses were above the mean in fall 2003 and in spring 2004 Mental Health Nursing and Care of Children and Families were below the core classroom mean.</p>	<p><u>Improvement Strategy #1:</u> A Nursing Success Boot Camp was initiated in 2006 in RNSG 1209.</p> <p><u>Improvement Strategy #2:</u> Care Groups were threaded into the Level I Pharmacology Course in 2006.</p> <p><u>Improvement Strategy #3:</u> Supplemental Instruction was initiated in the Level I courses in 2006.</p> <p><u>Improvement Strategy #4:</u> A Web-based Student Support Community is being developed for Level I students.</p> <p><u>Improvement Strategy #5:</u> HESI admission exam was initiated for generic students in spring 2007. The exam will help ensure that the most qualified applicants are admitted to the program.</p> <p><u>Improvement Strategy #6:</u> Critical analysis of teaching and testing of students in the curriculum, particularly in the</p>

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			<p>Level III courses. Ensure that test items are clearly written and reflect classroom didactics.</p> <p><u>Improvement Strategy #7:</u> Encourage students to evaluate their domestic and professional responsibilities when enrolling in Level III courses. Encourage students to split the courses when family and work responsibilities are heavy.</p> <p><u>Improvement Strategy #8:</u> Implement standardized admission testing in RNSG 2307 (Transition) in spring 2008.</p> <p><u>Improvement Strategy #9:</u> Develop a tool that identifies students at risk when they are not progressing satisfactorily in a course and when they fail a course. A learning plan would then be developed to promote these students success.</p>
<p>GOAL II: Prepare graduates who are qualified and eligible to write the National Council Licensure Examination for Registered Nurse (NCLEX-RN) licensure.</p> <p>Relates to Goal 4 of AC Strategic Plan:</p> <p>*Evaluate student success.</p>	<p><u>85%</u> of graduates will pass the NCLEX-RN at the first writing.</p> <p>*Tool: Board of Nurses (BON) NCLEX results.</p> <p>*Tool: Graduate Survey of NCLEX Experience (within 90 days of graduation from the A.D.N. Program).</p>	<p>Outcome was met.</p> <p>May 2006:                      91%</p> <p>December 2006:            94%</p>	<p><u>Improvement Strategy #1:</u> Evaluate the results of the NCLEX-RN Survey completed by graduates after sitting for the NCLEX-RN.</p> <p><u>Improvement Strategy #2:</u> Disseminate NCLEX-RN Survey results to future graduates on time spent preparing for exam and study tools utilized.</p> <p><u>Improvement Strategy #3:</u></p>

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			<p>Implement the HESI Exit Exam during the 11<sup>th</sup> week of the last semester of the program to include graduates that are repeating Level IV courses other than the capstone course.</p> <p><u>Improvement Strategy #4:</u> Increase student use of the MEDS Total Curriculum Support programs.</p> <p><u>Improvement Strategy #5:</u> Change the Live NCLEX-RN Review to a 4-day content review instead of 2-day question and answer review.</p>
<p>GOAL III: Prepare graduates with the knowledge, skills, attitudes, and values of nursing who can function in a variety of healthcare settings.</p> <p>Relates to Goal I of AC Strategic Plan:</p> <p>*Develop responsive programs and courses to meet documented community needs.</p>	<p>85% of graduates passing the NCLEX-RN and seeking employment will be employed in nursing within one year of graduation.</p> <p>*Tools: Employment statistics from THECB and data from A.D.N. graduate surveys.</p> <p><u>85%</u> of recent graduates and alumni will communicate satisfaction with the nursing program objectives.</p> <p>Employers will indicate that <u>80%</u> from 2005 (one-year) perform the major duties of the position according to standards of nursing practice.</p> <p>Employers will indicate that <u>80%</u> of alumni from 2005 (one-year) meet or exceed performance on all</p>	<p>Program outcomes related to securing a position as a graduate nurse and satisfaction with the A.D.N. Program Objectives were met.</p> <p>100% of alumni from 2005 who were seeking a position in nursing were employed in nursing either full-time or part-time.</p> <p>93% of December 2006 graduates had already secured a position in advance of formal graduation.</p> <p>90% of May 2006 graduates had already secured a position in advance of formal graduation.</p> <p>96% of December 2006 graduates indicated satisfaction with the A.D.N. Program.</p>	<p><u>Improvement Strategy #1:</u> Continue to evaluate the format to improve the process of documentation of care in the hospital setting.</p> <p><u>Improvement Strategy #2:</u> Continue to evaluate the nursing care plans to show progression from simple to complex throughout the curriculum.</p> <p><u>Improvement Strategy #3:</u> Evaluate the use of research and application to practice throughout the curriculum.</p>

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	<p>program objectives.</p> <p>*Tools: Graduate, alumni, and employer surveys.</p>	<p>95% of May 2006 graduates indicated satisfaction with the A.D. N. Program.</p> <p>99% of one-and five- year alumni indicated satisfaction with A.D.N. Program Objectives.</p> <p>Outcomes related to employer satisfaction of graduates were met.</p> <p>“Overall, I think the one-year alumni was well prepared in the A.D.N. Program:</p> <p>Alumni from 2005: 93%</p> <p>“The one-year alumni is performing the duties of the position of the position according to standards of nursing practice:</p> <p>Alumni from 2005: 97%</p> <p>Employers indicated that graduates need more emphasis on client and family teaching, teamwork, and documentation. Employers also indicate that program alumni are improving in the use of current technology that is used in client care activities. However, employers relate that alumni still have trouble seeing the value of research (evidence-based practice) as it applies to client care activities.</p>	

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<p>GOAL IV: Maintain educational partnerships with the community.</p> <p>Relates to Goal 6 of AC Strategic Plan:</p> <p>*Enhance Quality of Life.</p>	<p><u>80%</u> of Advisory Committee members will attend the fall and spring Advisory Committee meetings.</p> <p>*Tool: Advisory Committee minutes.</p> <p>The A.D.N. Program will maintain affiliation agreements on all (<u>100%</u>) of healthcare agencies used for student learning.</p> <p>*Tool: Affiliation Agreement files in the A.D.N. Program.</p> <p>*<u>80%</u> of students will indicate that they are satisfied with their learning experiences in healthcare agencies.</p> <p>*Tool: Student satisfaction surveys.</p>	<p>Outcomes met.</p> <p>Greater than 90% of Advisory Committee Members attend fall and spring meetings.</p> <p>Affiliation Agreements are maintained on all agencies that are utilized for student learning. These agreements are updated as necessary and are on file and secured in the Nursing Division office.</p> <p>At least 90% of students, who completed satisfaction surveys at the end of each semester, indicate that they are satisfied to very satisfied with their clinical learning experiences in healthcare agencies. Satisfaction is determined by the frequencies of a value of a "4" or "5" on the Student Satisfaction Survey of Clinical Agencies (1=very unsatisfied and 5 = very satisfied) with the overall item, "This unit/agency would be a good place to work".</p>	<p><u>Improvement Strategy #1:</u> Continue to share the results of student surveys with administration at clinical agencies. Sharing the results of these surveys will help improve the teaching and learning experiences for students and faculty.</p> <p><u>Improvement Strategy #2:</u> Keep BSAHS and NWTSH, who are the benefactors of the Nursing the Numbers Department of Labor Grant, apprised of the progress of the 19 RN-MSN Scholars at West Texas A&amp;M University and Angelo State University. All 19 Scholars are progressing well in their studies and are scheduled to graduate between May-August 2008.</p> <p><u>Improvement Strategy #3:</u> Keep Advisory Committee members apprised of success of retention strategies in the A.D.N. Program.</p> <p><u>Improvement Strategy #4:</u> Keep Advisory Committee members apprised of changes in Rules and Regulations from the Board of Nursing (BON) and THECB.</p> <p><u>Improvement Strategy #5:</u> Continue to participate in collaborative efforts to establish a Regional Clinical Simulation Center.</p>

revised 12/10/07