

Program/Department-Nursing
School of Science, Health, & Criminal Justice
Fall 2017 Assessment Report



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What was assessed? Student learning outcomes list: AAS

- **EPSLO #1: NLN: Nursing Judgment**
Make judgments in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and that promote the health of patients within a family and community context. **(ISLO #2 Critical Thinking)**
- **EPSLO #10: QSEN: Evidence Based Practice** Student will integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care. **(ISLO #1-Communication Skills)**
- Licensure Pass Rate (NCLEX Certifications)



What was assessed? Student learning outcomes list:

PN

- **EPSLO #2:** Understand client disorders and nursing care utilizing current evidence based practice. **(ISLO #2 Critical Thinking)**
- **EPSLO #5:** Demonstrate, proper technique with nursing skills, use of client care equipment and technology in a cost effective manner.. **(ISLO # 2 Critical Thinking)**
- **EPSLO #8:** Comprehend client environmental factors, family support, and resources that may affect a client's health status. **(ISLO #1 Communication Skills)**
- **EPSLO #11:** Implement standardized teaching tools to promote and maintain health and to reduce risks for clients experiencing common altered health states in the hospital and extended care facilities **(ISLO #1 Communication Skills)**
- **Licensure Pass Rate (NCLEX Certifications)**



What was assessed? Student learning outcomes list: RN-BS

- **EPSLO #1:** Demonstrate critical thinking and decision making that utilizes the nursing process and evidence-based practice in the delivery of care to culturally diverse individuals, families, groups, and communities. **(ISLO# 2 Critical Thinking)**
- **EPSLO #4:** Utilize nursing theory/conceptual frameworks, nursing research, and evidence-based practice in addressing the nursing care needs of culturally diverse individuals, families, groups, and communities. **(ISLO # 2, Critical Thinking)**
- **EPSLO #7:** Participate as nurse leaders on interdisciplinary care teams to influence positive social change and health care policy **(ISLO #1 Communication Skills)**
- **EPSLO #8:** Plan and implement educational activities that empower individuals, families, groups, and communities to manage their health care at the local, national, and global level. **(ISLO #1 Communication Skills)**
- **Program Completion Rate**



How was the assessment accomplished?

AAS

- All students in each discipline were included in the denominators.

Component	Assessment Method(s)*	Expected Level of Achievement
EPSLO #1: NLN: Nursing Judgment Make judgments in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and that promote the health of patients within a family and community context. ISLO #2 Critical thinking	Secure Predictor Standardized exam	The cohort average score will be at or above the normed benchmark in the category: Nursing Judgment
EPSLO #10: QSEN: Evidence Based Practice Student will integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care. ISLO #1-Communication Skills	Secure Predictor Standardized exam	The cohort average score will be at or above the benchmark of 850 in the category: Evidence-based Practice



How assessment was accomplished

AAS continued

Licensure Pass Rate
(NCLEX Certifications)

NCSBN Jurisdiction
Program Summary for
all First-time candidates
licensed in all
Jurisdictions

ELA: The NCLEX-RN pass
rate will be 80% or higher
for all first-time test-takers
during the same 12-month
period.



How assessment was accomplished PN

EPSLO #2: Understand client disorders and nursing care utilizing current evidence based practice.

ISLO #2 Critical Thinking

ATI Predictor

The cohort average score will be at or above the normed benchmark in the category: “Evidence-based Practice.”

EPSLO #5: Demonstrate, proper technique with nursing skills, use of client care equipment and technology in a cost effective manner.

ISLO #2 Critical Thinking

LPNC 101 & LPNC 103 Practice Lab competencies hand washing, IM injections, SQ injections, IV piggybacks, initiating a continuous IV infusion, enteral feeding, suctioning, medication administration, head-to-toe data collection, two-insulin administration, heparin, dry sterile dressing, and urinary catheterization

95% of the students will pass the skill competencies by the third attempt.

EPSLO #8: Operate effectively within multidisciplinary teams, fostering open communication, mutual respect, and shared decision-making to provide comprehensive client centered care.

ISLO #1 Communication Skills

LPNC 103 Clinical evaluation tool

The cohort average score will be at or above Satisfactory on the Clinical Evaluation Tool “Teamwork and Collaboration”

ATI Predictor

The cohort average score will be at or above the normed benchmark in the category: “Teamwork and Collaboration”



How assessment was accomplished-PN

EPSLO #11: Implement standardized teaching tools to promote and maintain health and to reduce risks for clients experiencing common altered health states in the hospital and extended care facilities.

ISLO #1 Communication Skills

LPNC 103: Clinical Evaluation Tool

The cohort average score will be at or above Satisfactory on the Weekly Clinical Evaluation Tool for reinforcement of standardized teaching tools

Licensure Pass Rate (NCLEX Certifications)

NCSBN Jurisdiction Program Summary for all First-time candidates licensed in all Jurisdictions

ELA: The NCLEX-PN pass rate will be 80% or higher for all first-time test-takers during the same 12-month period.



How Assessment was accomplished RN-BS

- | | | |
|---|--|---|
| <ul style="list-style-type: none">▪ EPSLO #1: Demonstrate critical thinking and decision making that utilizes the nursing process and evidence-based practice in the delivery of care to culturally diverse individuals, families, groups, and communities. ISLO # 2 Critical Thinking | NURS 370: Research Proposal for Quality Improvement evaluated by rubric | The cohort average score will be at or above 70% on the QI project. |
| <ul style="list-style-type: none">▪ EPSLO #4: Utilize nursing theory/conceptual frameworks, nursing research, and evidence-based practice in addressing the nursing care needs of culturally diverse individuals, families, groups, and communities. ISLO #2 Critical Thinking | NURS 300: group project evaluated by rubric
NURS 300: critical thinking essay evaluated by rubric | The cohort average score will be at or above 70% on the critical thinking essay |
| <ul style="list-style-type: none">▪ EPSLO #7: Participate as nurse leaders on interdisciplinary care teams to influence positive social change and health care policy. ISLO #1 Communication Skills | NURS 400: Organizational Analysis PowerPoint Presentation | The cohort average score will be at or above 70% on the organizational analysis PowerPoint |



How Assessment was accomplished

RN-BS continued

- **EPSLO #8: Plan and implement educational activities that empower individuals, families, groups, and communities to manage their health care at the local, national, and global level. ISLO # 1 Communication Skills**

NURS 304: Teaching Learning Project - insert "voice over" or insert a video to deliver any dialogue to clarify the proposal.

The cohort average score will be at or above 70% on the teaching learning project

Program Completion Rate+

Statistical Report from Institutional Research

RN-BS graduation rates based on students new to the program in the given semester and graduating from the program in 150% time for those starting full-time and 300% time for those starting part-time.

ELA: 50% of the full time students will complete the program in 150% of the time.

40% of the part time students, who are enrolled in 6 or more credits each semester, will complete the program within 300% of the time.

ELA Rationale: 50% is consistent with the institutional goals for FT students. 40% part time goal as many part time students are not registered for a minimum of 6 credits per semester.

Actual Assessment Data AAS

EPSLO #1: NLN: Nursing Judgment
 Make judgments in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and that promote the health of patients within a family and community context.

Secure Predictor
 Standardized exam

The cohort average score will be at or above the normed benchmark in the category: Nursing Judgment

HESI Scores,
 benchmark 850
 2016: 791
 2017: 822
 Conclusion: Goal not met. Trending up

EPSLO #10: QSEN: Evidence Based Practice
 Student will integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.

Secure Predictor
 Standardized exam

The cohort average score will be at or above the benchmark of 850 in the category: Evidence-based Practice

HESI Scores
 2016: 787
 2017: 804
 Goal not met, trending upward.

Licensure Pass Rate (NCLEX Certifications)

NCSBN Jurisdiction Program Summary for all First-time candidates licensed in all Jurisdictions

ELA: The NCLEX-RN pass rate will be 80% or higher for all first-time test-takers during the same 12-month period.

2014: 57.78%
 2015: 60.27%
 2016: 68.77%
 2017: 76.06% (one left to take the exam)

Conclusion: Goal not met, trending up

Actual Assessment data-PN

EPSLO #2: Understand client disorders and nursing care utilizing current evidence based practice.

ATI Predictor

The cohort average score will be at or above the normed benchmark in the category: "Evidence-based Practice."

ATI Predictor: Evidence-based Practice group score/group national percentile rank

**2016:63.5.7% /68.7%
2017: 61.1%/69.3%
Goal not met**

EPSLO #5: Demonstrate, proper technique with nursing skills, use of client care equipment and technology in a cost effective manner.

LPNC 101 & LPNC 103 Practice Lab competencies - hand washing, IM injections, SQ injections, IV piggybacks, initiating a continuous IV infusion, enteral feeding, suctioning, medication administration, head to toe data collection, two insulin administration, heparin, dry sterile dressing, and urinary catheterization

95% of the students will pass the skill competencies by the third attempt.

**2017: 100% (n=29)
Goal Met**

Actual Assessment data-PN continued

<p>EPSLO #8: Operate effectively within multidisciplinary teams, fostering open communication, mutual respect, and shared decision-making to provide comprehensive client centered care.</p>	<p>LPNC 103 Clinical evaluation tool</p> <p>ATI Predictor</p>	<p>The cohort average score will be at or above Satisfactory on the Clinical Evaluation Tool “Teamwork and Collaboration”</p> <p>The cohort average score will be at or above the normed benchmark in the category: “Teamwork and Collaboration”</p>	<p>2017: 100% (n= 29) Goal met</p> <p>ATI Predictor: Teamwork and Collaboration group score/group national percentile rank</p> <p>2016:62.2% /68.7% 2017: 72%/69.3% Goal met</p>
<p>EPSLO #11: Implement standardized teaching tools to promote and maintain health and to reduce risks for clients experiencing common altered health states in the hospital and extended care facilities.</p>	<p>LPNC 103: Clinical Evaluation Tool</p>	<p>The cohort average score will be at or above Satisfactory on the Weekly Clinical Evaluation Tool for reinforcement of standardized teaching tools</p>	<p>2017: standardized teaching tool is not part of the clinical evaluation tool</p> <p>12/11/17 action plan: Add “Reinforcement of the standardized teaching tools utilized in the health care facilities” to the weekly clinical evaluation tool, effective spring 2018.</p>

Actual Assessment data-PN continued

Licensure Pass Rate+
NCLEX**
Certifications***

NCSBN Jurisdiction
Program Summary
for all First-time
candidates
licensed in all
Jurisdictions

ELA: The NCLEX-PN
pass rate will be 80%
or higher for all first-
time test-takers
during the same 12-
month period.

2014: 89.4%
2015: 75%
2016: 87%
2017: 72.73%

Conclusion: Goal
not met.



Actual assessment data RN-BS continued

• EPSLO #7: Participate as nurse leaders on interdisciplinary care teams to influence positive social change and health care policy.	NURS 400: Organizational Analysis PowerPoint Presentation	The cohort average score will be at or above 70% on the organizational analysis PowerPoint	2017: 93% (40/43) Goal met
• EPSLO #8: Plan and implement educational activities that empower individuals, families, groups, and communities to manage their health care at the local, national, and global level.	NURS 304: Teaching Learning Project - insert "voice over" or insert a video to deliver any dialogue to clarify the proposal.	The cohort average score will be at or above 70% on the teaching earning project	New



Actual Assessment Data RN-BS continued

Program Completion Rate+

Statistical Report
from Institutional
Research

RN-BS graduation
rates based on
students new to the
program in the given
semester and
graduating from the
program in 150%
time for those
starting full-time
and 300% time for
those starting part-
time.

ELA: 50% of the full
time students will
complete the
program in 150% of
the time.

40% of the part time
students, who are
enrolled in 6 or more
credits each semester,
will complete the
program within 300%
of the time.

ELA Rationale: 50% is
consistent with the
institutional goals for FT
students. 40% part time goal
as many part time students
are not registered for a
minimum of 6 credits per
semester.

Full-time Rates

2009: 46.2%
2010: 27.3%
2011: 66.7%
2012: 48.5%

Part-time Rates

2009: 77.8%
2010: 25%
2011: 75%
2012: 30.8%

Goal not met



Assessment results: What have the data told us? ANS

- We did not meet 3 of the 11 goals, but have a documented upward trend.
- The ANS program has instituted many changes-most centering around the need to prescreen via pre admission testing for potential candidates, tightening of grading(no rounding) and more stringent attendance policies
- All instructors have been enrolled and completed teaching effectiveness strategies (test writing, active learning, etc)
- New staff-review and revision of mentoring policy



Assessment results: What have the data told us? PN

- Critical analysis of classroom tools
- Students that have utilized resources offered were most successful
- Program revision-aligned with ACEN criteria to make program stronger
- Consistency with labs, clinicals and classroom
- Consistency with textbooks, ATI. 100% remediation with all students regardless of test grade
- End of semester plan of success for each student reviewed with them
- Instructor availability as needed-no social media



Assessment results: What have the data told us ? RN-BS

- The data told us students have diverse lives and are maintaining full-time jobs; meeting multiple roles and responsibilities.
- The majority of students are part-time.
- Student retention and time frame to complete BS in nursing impacted by major life events according to graduate survey and email data: illness, death, marriage, divorce, etc..
- The students were found to need formal mentoring to reach out on a weekly basis to facilitate success in the program.
- The data also reveals the need for an active recruiter in the admissions office to travel to NYC, Oneida Health Care, Upstate Medical Center, CVPH, AMC and Alice-Hyde to connect with the clinical sites where we recruit many of our students from.



Data-driven decisions: How the department has or plans to “close the loop” based on these results.

- Both AND and PN programs have adopted the new grading policy (no rounding). ASN program has instituted a preadmission Kaplan exam with a cut off score of 60% for admission.
- PN aligned with ACEN standards
- PN program restructured their program
- RN-BSN-we need more current data on the completion rates. All goals were met, new goals added, and lacking newer data on completion rates



What resources were used or have been requested to close the loop?

- Nurse Tim Webinars-will expire in April 2018
- Leah attending training for simulation
- Director-will train for ACEN standards in March
- Education for instructors based on teaching strategies/active learning, etc
- Nursing tutors



What resources were used or have been requested to close the loop? RN-BS

- An active recruiter to visit the clinical sites
- Recruiter should visit clinical preceptor sites to stimulate interest in cohort approach to enrollment and actively recruit at 2 year programs.
- Continuation of the formal mentoring to assist the student and ensure their successful completion of the BS degree.



What changes would you make to the Assessment Process?

- Our assessment data was newly revised moving forward
- We are excited to take the project in a new direction, yet maintain the original framework
 - Allow faculty more opportunities for education and training(esp with assessment)
 - Training already planned with Kirk Jones
 - Relaxed assessment culture to ensure understanding and meeting of goals and the time to complete
 - Nursing programs have a lot of new ideas/processes started

