

<b>Career Program Assessment Plan</b>		<b>Academic Year: 2022-2023</b>
<i>Program: AD Mobility Nursing</i>		<i>Date Submitted: May 2023</i>
<i>Number of Credits: 64</i>	<i>Degree: AS</i>	<i>Submitted by: Kari Koenig</i>
<i>Campus/es: TRF, EGF</i>		

## Assessment Plan

**Assessment Question #1: Have students learned?**

Goal: To provide quality competency-based technical education and general education to meet the students' needs of ensuing achievement of knowledge, skills, and professional behaviors and attitudes required of entry-level employees.

**Related Terminology**

**Direct measure:** Require students to demonstrate what they know or can do with their knowledge. These include many of the assessment types currently in place (pre & post-tests, portfolios, licensure/credentialing exams, capstone courses/projects, course-based assessments).

**Indirect measure:** Includes assessments such as surveys completed by students, alumni, or employers of graduates, as well as evaluations performed by external reviewers such as accreditation agencies.

<b>**Assessment Measure</b> <i>At least 1 direct measure as well as a student "exit survey" and an "employer survey" are required in all program assessment plans.</i>	<b>Performance Target</b>	<b>Year of Data</b> <i>(What year was data collected?)</i>	<b>Findings</b> <i>(Is the Target met? What are your findings relative to the Target stated?)</i>
Direct Measure #1: <b>NCLEX-RN</b>	Target: NCLEX –RN exam pass rate will be at or above 80% which is the standard	2023	Target Met: 2023 NCLEX-RN pass rate was 93.12% for 2023 graduates. This is up from 82.11% with all students taking the new Next Gen NCLEX exam. The State

NCLEX-RN Licensure Pass Rate	set by the RN programs national accrediting body (ACEN)		average for 2023 testers was 82.1% and the National Average was 97.75% which was up significantly from previous years.
Direct Measure #2 (choice of ILO): <b>ILO # 5</b> Assessed in NURS 2125 Clinical Care I	Target: 100% of students in NURS 2125, Clinical I will achieve a satisfactory mark on outcome # 12 on their evaluation form: Demonstrate responsibility and accountability for self-direction and self-evaluation by creating a quality improvement plan for clinical performance.	2023	<b>Target Met:</b> 100% of the students achieved a satisfactory mark on their evaluation performance evaluation at the end of the semester. This was measured by an associated assignment: Midterm and final Evaluation, Goals, and Strategies Plan
Direct Measure #3: <b>Evaluation Form:</b> Assessed in NURS 2135 Clinical II	Target: 100% of students in NURS 2135, Clinical II will achieve a satisfactory mark in each criterion on the evaluation form.	2023	<b>Target Met:</b> 100% of those that graduated successfully accomplished this target. Students review this form at their mid-term evaluation and develop a Goals and Strategies plan with their instructor to help them fully achieve each criterion by the end of spring semester.
Indirect Measure <b>3-Part Student Graduation Exit-Survey:</b>	Target: 100% of students will rank themselves on the end of program student learning outcomes at an average of 3 (proficient) on a 4 point likert scale.  Open ended questions are used to add suggestions for improvement and for examples of outcome achievement	2023	<b>Target Met:</b> 100% of the students ranked themselves at proficient or better on all 10 of the end of program student learning outcomes. Students continue to provide excellent examples of how they are able to achieve each outcome.

Indirect Measure: Employer Survey	Target: 80% of employers will provide a satisfactory rating of graduates performance within 12 months of program completion		Will begin assessing this with the 2023 survey, indicating employers satisfaction of 2022 graduates.
Indirect Measure:	Target:		

Describe one program change being made for the next academic year based on collected and analyzed assessment data:  
**Mode of program delivery will be altered to improve student success and satisfaction.**

What data was utilized to make this program change decision?  
**Informal and formal data collection from students indicate that more flexibility in the mode of delivery would assist in maintaining a healthy school-family-work life balance.**

How will you assess if this change was effective?  
**Improve retention and satisfaction rates**

Include a measurable threshold statement to help determine if the change was effective (Examples: By increasing the rigor of the program admission requirements, the program pass rate will increase to 80%; By revising curricular content, the licensure/credentialing pass rate will increase to 90%): **By offering a more flexible mode of delivery, program retention rates will maintain/improve and students will indicate satisfaction with school-family-work life balance.**

### Follow up From Previous Year's Assessment Plan

List the Measurable threshold statement identified in the previous year's assessment report: Passing Benchmark for Comprehensive Predictor Exam was increased to 95%. Students who score less than this are required to complete remediation. The previous benchmark was 90%.

Was the threshold met? If not, why? 67% of the 2023 graduates achieved a 95% probability of passing their licensure exam. This was an increase from 49% for the 2022 graduates. The remaining students were required to complete remediation. This will be further assessed in October after the students have completed their licensure exam.

Describe if the change was effective nor not effective? The year end NCLEX results indicated that this measure was effective. The Nursing Programs NCLEX pass rate was 93.12% that was up from 81.43% in 2022. Faculty agreed that this requirement will continue for the 2024 graduates preparing to test for NCLEX.

If not effective, are there additional program changes being made or considered? Will continue with updated requirements due to success of the measures.

### Assessment Question #2: Have students graduated?

Goal: To contribute to workplace capacity and college competitive advantage by enrolling and graduating a sufficient number of students within a reasonable time frame to make the program economically and academically feasible.

Assessment Measure	Performance Target	Year of Data	Findings	Action Taken or To Be Taken
Assessment Measure – Program Graduation Rates	Target: (What is your goal for how many students will graduate?) 80% of the students will graduate within 100% of the program length (2 semesters for full time and 3 semesters for part time). Graduation rate is based on the number of admitted students who are attending after the drop/add date and completed the program within 100% of the program length.	2023	Overall retention rate for the 2022-2023 year was 83% for full time students and 89% for part time students. The collective retention rate for both cohorts was 88%. 4 students (2 part time and 2 fulltime) will retake one course during fall 2023 semester with plans to successfully complete the program within 150% of time.	<b>Target Met:</b> Since a decline in retention has been noted over the past couple of years, especially with the part time students, a large restructuring was done for the program orientation in an effort to make students more prepared for the program.

### Assessment Question #3: Are students employed/ continuing education?

Goal: To respond to the human resource needs of employers by providing competent entry-level employees.

Assessment Measure – Placement Rates	Target: (what is the goal for the number of students employed or continuing their education?)	2023	Number of students employed:	55/59 2023 graduates currently	<b>Target Met:</b> The four students who were not employed had a course to complete in December 2023.
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	<p>At six months post graduation, at least 85% of graduates will report full time employment as a Professional Registered Nurse. Data for students continuing their education will also be gathered, but not considered in the target based on requirements of the RN programs accrediting body who only reviews employment</p>			<p>are employed as Registered Nurses which is 93.22%</p>	<p>We continue to host many organizations upon request to assist with their recruitment efforts of qualified nurses and to allow our graduates to explore a variety of options. Spring 2023 Career Fair was very successful with many organizations on both campuses to recruit students. We also continue to host the BSN completion programs on campus, allowing them opportunity to provide students with information on continuing their education. Plan to change the 2024 continuing education question to assess how many students plan to continue their education within the next 5 years.</p>
<p>Number of students continuing education:</p>	<p>29 of the 2023 grads indicated plans to continue their education within the next year.</p>				