Career Program Assessment Plan	Academic Year: 2023-2024
Program: AD Mobility Nursing	**Date Submitted: May 2024**
Number of Credits: 64 / **Degree: AS**	**Submitted by: Kari Koenig**
Campus/es: TRF, EGF	

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.

**Assessment Measure *At least 1 direct measure as well as a student "exit survey" and an "employer survey" are required in all program assessment plans.*	**Performance Target**	**Year of Data** *(What year was data collected?)*	**Findings** *(Is the Target met? What are your findings relative to the Target stated?)*
Direct Measure #1: **NCLEX-RN**	Target: NCLEX –RN exam pass rate will be at or above 80% which is the standard set	2024	**Target Met:** NCLEX RN Pass Rate for first time text takers is 94.37%. The Minnesota Sate average is 90.39% with the National average being 91.56%

NCLEX-RN Licensure Pass Rate	by the RN programs national accrediting body (ACEN)		
Direct Measure #2 (choice of ILO): **ILO # 3** Assessed in NURS 2135 Clinical Care II	Engage communities in active learning partnerships by developing and implementing a teaching plan that promotes health, safety, well-being and self-care management.	2024	**Target Met:** 100% of those who graduated successfully accomplished this target through adequate performance with their service-learning project and successful completion of their service learning journal.
Direct Measure #3: **Evaluation Form:** Assessed in NURS 2135 Clinical II	Target: Target: 100% of students in NURS 2135, Clinical II will achieve a satisfactory mark in each criterion on the evaluation form.	2024	**Target Met:** 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 **Student Graduation Exit-Survey:**	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	2024	**Target Met:** 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	2024	Waiting for report for Institutional Review

Describe one program change being made for the next academic year based on collected and analyzed assessment data:
Addition of Assessment Technology (ATI) Complete Package.

What data was utilized to make this program change decision?
Continual need for improving student's clinical judgement abilities and enhancement of NCLEX Next Generation Licensure exam.

How will you assess if this change was effective?
Maintenance or improvement of retention rates and NCLEX-RN pass 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 implementing the ATI Complete package, students will have access to additional tools, such as a test taking strategy seminar, Electronic Health Records and virtual simulation geared towards improving clinical judgement.**

Follow up From Previous Year's Assessment Plan

List the Measurable threshold statement identified in the previous year's assessment report: Mode of program delivery will be altered to improve student success and satisfaction

Was the threshold met? If not, why? 91% of the 2024 graduates completed the program within 100% of time. End of program student survey indicated that students are evenly split on their preferred mode of delivery between, campus, hybrid and a combination of synchronous zoom/campus meetings. Students stated at their spring QI meeting that they felt the alterations in mode of delivery helped with schedule flexibility, allowing more time for course preparation.

Describe if the change was effective nor not effective? Due to stable retention rates and student satisfaction statements, yes the change was effective.

If not effective, are there additional program changes being made or considered?

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.	2024	Overall retention rate for the 2032-2024 year was 87% for full time students and 95% for part time students. The collective retention rate for both cohorts was 91%. 5 students (2 part time and 3 fulltime) will retake one course during summer 2024 semester with plans to successfully complete the program within 150% of time.		**Target Met:** Since a decline in retention had 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?) 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	2024	Number of students employed:	65/67 graduates are employed as an RN	**Target Met:** Additional questions asked during one-on-one NCLEX advising sessions regarding employment and continuing education. Information also gathered over summer. Two students not employed as RN's repeated a required course during summer 2024 and were not successful on
			Number of students continuing education:	27 of the 67 RN grads indicated plans to continue	

	considered in the target based on requirements of the RN programs accrediting body who only reviews employment			their education within the first year	their first NCLEX RN attempt Some students indicated they plan to continue their education, but plan to gain employment for a year or two first.