

<b>Career Program Assessment Plan</b>		<b>Academic Year: 2024-2025</b>
<i>Program: AD Mobility Nursing</i>		<i>Date Submitted: May 2025</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 set	2025	<b>Target Met:</b> Target Met: Third quarter NCLEX results on 10/6 indicate a pass rate of 80.36%. One 2025 graduate has not taken the exam yet. Although target is met, this is

NCLEX-RN Licensure Pass Rate	by the RN programs national accrediting body (ACEN)		a significant decrease from the previous years results. The difficulty level of the exam was increased in April 2025 for the first time in about 6 years. Emphasis will be placed on improving results for the next accreditation cycle. Of the students who were unsuccessful, 7 were part time students and 4 were fulltime.
Direct Measure #2 (choice of ILO): <b>ILO # 3</b> 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.	2025	<b>Target Met:</b> 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: <b>Evaluation Form:</b> 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.	2025	<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>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	2025	<b>Target Met:</b> 97% 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. 2 students disagreed that they had achieved the program outcomes, but didn't provide concrete examples as to why they felt that way.
Indirect Measure: Employer Survey	Target: 80% of employers will provide a satisfactory rating of	2025	Waiting for report from Institutional Review

	graduates performance within 12 months of program completion		

Describe one program change being made for the next academic year based on collected and analyzed assessment data:  
**Enhanced implementation of ATI complete package into the program. Find additional ways to incorporate ATI**

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?

**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 updating the way the ATI Complete package is implemented throughout the program, students will ability to make critical connections will be improved, which will enhance their clinical judgement abilities, improve retention rates, and maintain strong NCLEX-RN pass rates.**

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

List the Measurable threshold statement identified in the previous year's assessment report: By implementing the ATI Complete package, students will have access to additional tools, such as test taking strategies seminar, Electronic Health Records and virtual simulation geared towards improving Clinical Judgement.

Was the threshold met? If not, why? While still meeting the benchmark, there was a decrease in retention this year. NCLEX pass rates will be assessed in the fall so updates will be made at that time.

Describe if the change was effective nor not effective? Somewhat effective, but needs more assessing to ensure that the approaches are working, and to improve methods for incorporating ATI.

If not effective, are there additional program changes being made or considered? Will continue to enhance the way the ATI complete package is being implemented into the program.

### **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.	2025	Overall retention rate for the 2024-2025 year was 73% for full time students and 91% for part time students. The collective retention rate for both cohorts was 82%. 8 students (3 part time and 5 fulltime) will retake one course during summer 2025 semester with plans to successfully complete the program within 150% of time.	<b>Target Met:</b> Although the target was met, this is a significant decline from the past year, especially in the fulltime cohort. Faculty will take a close look at each of the students to identify themes related to this decline.

### 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	2025	Number of students employed:	63/65 graduates are employed as an RN	<b>Target Met:</b> 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
			Number of students	27 of the 60 RN grads	

	<p>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>continuing education:</p>	<p>indicated plans to continue their education within the first year</p>	<p>RN's; One finished a course in the summer and plans is yet to take her NCLEX-RN. One needs to repeat a course in spring 2026. Many students indicated they plan to continue their education, but plan to gain employment for a year or two first.</p>