

NCTC Nursing Program Outcomes Evaluation
Standard 5.1: End of Program Student Learning Outcomes Based on 2023 Standards

Table 1: Timetable of Standard 5.1 (5.1.1 ~ 5.1.10)

Schedule	Collect and Analyze Data and formulate improvement plan	Implement plan/Evaluate/Modify
2025-2026	6.1.1~ 6.1.2 ~6.1.3~6.1.4~6.1.5	
2024~2025		6.1.6~ 6.1.7~6.1.8~6.1.9~6.1.10
2023~2024	6.1.6~ 6.1.7~6.1.8~6.1.9~6.1.10	6.1.1~ 6.1.2 ~6.1.3~6.1.4~6.1.5
2022~2023	6.1.1~ 6.1.2 ~6.1.3~6.1.4~6.1.5	

Expected Level of Achievement (ELA) Legend:

Direct Measurements: Gray area.	Indirect Measurements: Peach areas
Evaluation Method: *Clinical course outcomes evaluation tool and associated rubrics	Evaluation Method: Exam Report and survey analysis
Responsible party: All faculty to gather data and report to other faculty for analysis and decision making	Responsible party: Program administrator to gather data and report to faculty for analysis and decision making

Table 5.1.1

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
2010 NLN Human Flourishing		'22-'23 Data Assessment	'22-'23 Data Analysis	'23-'24 Evaluation/Plan	Minutes
Student will advocate for patients and families in ways that promote their self-determination, integrity, and ongoing growth as human beings	<u>NURS 2135/Clinical II</u> *100% of students will successfully achieve course outcome #1: Measured by Ethical Decision-Making Assignment	<u>2135 Ethical Decision making:</u> 100% of students achieved this outcome by completing the assignment and participating in a post clinical discussion	<u>2135 Ethical Decision making:</u> ELA Met: Since this discussion was moved to post-clinical, students are able to hear each other's opinions and have meaningful dialogue related to ethical decision making. Will continue to discuss this assignment in post clinical and make changes to the assignment as indicated.	All faculty agree that this is a great discussion to have in post clinical mid semester after students have completed the assignment. It also leads to a great discussion related to DEI. No modifications needed at this time.	12/5/2023 5/1/2024
<u>NURS 2135 Course Outcome 1:</u>					

<p>Analyze ethical challenges in providing patient centered care in uncertain clinical situations</p> <p>NURS 2135 Outcome 2: Assess one's biases and stereotypical beliefs in working with diverse populations.</p>	<p><u>NURS2135 Clinical II</u></p> <ul style="list-style-type: none"> 100 % of students will successfully achieve course outcome #2: Measured by Lifeboat Decision-Making Assignment 	<p><u>NURS 2135 Lifeboat Decision-Making Assignment:</u> 100% of students achieved this outcome by completing the assignment and participating in a post clinical discussion</p>	<p><u>NURS 2135 Lifeboat Decision-Making Assignment:</u> ELA met.</p> <p>This assignment remains a valuable post-clinical discussion as it helps students' exam their own bias's and stereotypical beliefs and provides various angles for examining situations. Will continue this assignment/discussion as is and consider updating the assignment as indicated</p>	<p>All faculty agree that this remains a great discussion in post clinical after the students have individually completed the assignment. No updates are needed to the assignments, but will work on adding an implicit bias exercise in the Health Assessment Class so students will have this introduced prior to completing the lifeboat exercise.</p>	<p>12/5/2023 5/1/2024</p>
	<p><u>ATI Comprehensive Predictor Exam:</u> Each AD program cohort will achieve a 65% or higher score on NLN Human Flourishing (HF)</p>	<p><u>ATI Comp Predictor HF:</u> <u>EGF PT:</u> 73.3% <u>EGF FT:</u> 77.3% <u>TRF PT:</u> 80.5% <u>TRF FT:</u> 68.5%</p>	<p><u>ATI Comp Predictor HF: ELA Met:</u> Collectively the results were 74.9%. Will continue with present curriculum plan and seek ways enhance the promotion of human flourishing and consider changing the ELA to a higher benchmark.</p>	<p><u>ATI Comp Predictor Exam:</u> The collective score for the 2024 cohort in the Area of HF was 74.75% Will leave the ELA as is for now and re-evaluate with the next evaluation cycle. <u>EGF PT:</u> 74.6 <u>EGF FT:</u> 75 <u>TRF PT:</u> <u>81.1</u> <u>TRF FT:</u> <u>68.3</u></p>	<p>12/5/2023 5/1/2024</p>
	<p><u>Student Exit Survey:</u> 80% of graduates will agree or strongly agree on their ability to perform Human Flourishing EPSLO and provide a concrete example of how they achieved the outcome</p>	<p><u>Student Exit Survey:</u> 100% of graduating students strongly agreed or agreed that they were able to advocate for their patients and families. All 2023 graduates completed the survey.</p>	<p><u>Student Exit Survey: ELA Met:</u> Examples included students using the nursing process to help patients make decisions and feeling comfortable making suggestions to patients and providers. Students provided concrete examples on how they achieved this outcome. Will continue to assess this outcome and make changes to the survey as indicated</p>	<p><u>Student Exit Survey:</u> All agreed that having students provide examples on the student satisfaction survey regarding how they achieved this outcome, is very beneficial. Will continue with this process and re-evaluate with the next evaluation cycle.</p>	<p>12/5/2023 5/1/2024</p>

Table 5.1.2

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
<p>QSEN Patient Centered Care</p> <p>Student will recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patient's preferences, values, and needs</p> <p><u>NURS 2135 Course Outcome 3:</u> Demonstrate the ability to prioritize and accomplish shared decision-making with patients and significant others through the assessment, diagnosis, intervention and evaluations of individualized plans of care.</p>		'22-'23 Data Assessment	'22-'23 Data Analysis	'23-'24 Evaluation/Plan	Minutes
	<p>NURS 2135/Clinical II: *100% of students will successfully achieve course outcome #3: Measured by CCD #1 Simulation activity (performance evaluation rubric).</p>	<p>2135 CCD #1: 100% of the students achieved a satisfactory evaluation during their simulation experience by providing individualized care to the patient.</p>	<p>2135 CCD #1: ELA Met: The evaluation rubric was changed from awarded points to pass/fail criteria. Student performance improved due to a decreased level of stress when the points were removed. Will implement a simulation fiction contract for next simulation in an attempt to further decrease stress levels of the students.</p>	<p>2135 CCD: Fiction contract implemented and students paired up with students from other clinical groups which resulted in enhanced collaboration regarding patient centered care. Will continue with current plan and incorporate enhanced debriefing and other simulation materials.</p>	<p>12/5/2023 5/1/2024</p>
	<p>*100% of students will successfully achieve course outcome #3: Measured by CCD #2 simulation activity (Performance evaluation rubric).</p>	<p>2135 CCD #2: 100% of the students achieved a satisfactory evaluation during their simulation experience by providing individualized care to the patient.</p>	<p>2135 CCD #1: ELA Met: Students were paired in groups of two and evaluated on abilities to keep patient informed and provide care based on patients' preferences. Will implement the use of the fiction contract for spring 2024.</p>	<p>2135 CCD #2: Fiction contract implemented and students paired up with students from other clinical groups which resulted in enhanced collaboration regarding patient centered care. Will continue with current plan and incorporate enhanced debriefing and other simulation materials.</p>	<p>12/5/2023 5/1/2024</p>
	<p>ATI Comprehensive Predictor Exam: Each AD Program Cohort will achieve a 65% or higher score in QSEN Patient Centered Care (PCC)</p>	<p>ATI Comp Predictor PCC EGF PT: 75% EGF FT: 77.9% TRF PT 79.7% TRF FT: 70.8</p>	<p>ATI Comp Predictor PCC: ELA Met. Collectively the score was 75.85%. Will continue with present curriculum plan and seek ways enhance the promotion of Patient Centered Care and consider changing the ELA to a higher benchmark</p>	<p>ATI Comp Predictor PCC: The collective score for the 2024 cohort in the Area of PCC was 77.86% Will leave the ELA as is for now and re-evaluate with the next evaluation cycle. EGF PT: 80 EGF FT: 75.7 TRF PT: 81.6 TRF FT: 70.2</p>	<p>12/5/2023 5/1/2024</p>

	Student EXIT survey: 80% of Graduates will agree or strongly agree on their ability to perform Patient Centered Care EPSLO and provide a concrete example of how they achieved the outcome	Student Exit Survey: 100 % of the students indicated they agree or strongly agree in their ability to perform patient centered care. All 2023 graduates completed the survey.	Student Exit Survey: ELA Met: Examples provided that emphasized healthy literacy and informing patients as a being important to this outcome. Students also valued the clinical assignments that helped them to think about patients preferences. Students provided concrete examples on how they achieved this outcome. Will continue to assess this outcome and make changes to the survey as indicated	Student Exit Survey: All agreed that having students provide examples on the student satisfaction survey regarding how they achieved this outcome, is very beneficial. Will continue with this process and re-evaluate with the next evaluation cycle.	12/5/2023 5/1/2024
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Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
NLN Nursing Judgment Student will make judgments in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and that promotes the health of patients within a family and community context <u>NURS 2135 Course Outcome 4:</u>		'22-'23 Data Assessment	'22-'23 Data Analysis	'23-'24 Evaluation/Plan	Minutes
	<u>NURS 2135/ Clinical II:</u> *100% of students will successfully achieve course outcome #4: Teaching assignment.	<u>NURS 2135 Clinical II</u> 100% of students achieved outcome #4 by successfully completed the teaching assignment.	<u>NURS 2135 Outcome #4: ELA Met</u> Feedback given from faculty if students do not meet benchmark and opportunities exist for additional teaching attempts. Will continue with current plan and updated assignment as indicated	<u>NURS 2135 Outcome #4 Feedback from Advisory committee</u> indicates that new graduates struggle with the 'teach-back' part of patient teaching. We will work on enhancing this for the 2024-2025 academic year	12/5/2023 5/1/2024
	<u>NURS2135/ Clinical II:</u> 100% of students will successfully engage in community Service-Learning Activity.	<u>NURS 2135 Academic Service-Learning Journal</u> 100% of students achieved outcome #4 by completing the service learning day with their clinical group	<u>NURS 2135 Outcome #4: ELA Met:</u> Student reflection journals indicated appreciation for the growth opportunities achieved through service learning projects. Will continue to offer service learning projects that	NURS 2135 Outcome #4: Will continue with present service learning project and make adjustments to the requirements as indicated.	12/5/2023 5/1/2024

Engage communities in active learning partnerships by developing and implementing a teaching plan that promotes health, safety and well-being, and self-care management.			focus on safety, quality care, and promoting health		
	ATI Comprehensive Predictor Exam: Each AD Program Cohort will achieve a 65% or higher score in NLN Nursing Judgement (NJ)	ATI Comp Predictor NJ: <u>EGF PT:</u> 75.8 <u>EGF FT:</u> 75.7 <u>TRF PT:</u> 80.3 <u>TRF FTT:</u> 78.1	ATI Comp Predictor Exam: ELA Met: The collective score was 77.46%. Will continue with present curriculum plan and seek ways enhance the promotion of Nursing Judgement and consider changing the ELA to a higher benchmark	ATI Comp Predictor NJ: The collective score for the 2024 cohort in the Area of NJ was 73.55. It is down slightly from last year. Will leave the ELA as is for now and re-evaluate with the next evaluation cycle. <u>EGF PT:</u> 75.2 <u>EGF FT:</u> 71.7 <u>TRF PT:</u> 76.6 <u>TRF FT:</u> 70.7	12/5/2023 5/1/2024
Student EXIT survey: 80% of Graduates will agree or strongly agree on their ability to perform Nursing Judgement EPSLO and provide a concrete example of how they achieved the outcome	Student Exit Survey: 100 % of the students indicated they agreed or strongly agreed with their ability to make judgements that provide quality patient care. All 2023 graduates completed the survey.	Student Exit Survey: ELA met: An example of offering different methods for alleviating pain was provided by a student as a means of using good nursing judgement. Also mentioned was the value of the theory classes being helpful in making connections to clinical situations. Students provided concrete examples on how they achieved this outcome. Will continue to assess this outcome and make changes to the survey as indicated	Student Exit Survey: All agreed that having students provide examples on the student satisfaction survey regarding how they achieved this outcome, is very beneficial. Will continue with this process and re-evaluate with the next evaluation cycle.	12/5/2023 5/1/2024	

5.1.4

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
QSEN Safety Student will minimize		'22-'23 Data Assessment	'22-'203Data Analysis	'23-'24 Evaluation/Plan	Minutes
	NURS 2135/Clinical II: *100% of students will	NURS2135 Outcome #6:	NURS2135 Outcome #5: ELA Met	NURS 2135 Outcome #6:	12-5-2023 5/1/2024

<p>risk of harm to patients and providers through both system effectiveness and individual performance</p> <p><u>NURS 2135 Course Outcome 5:</u> Combine a minimum of three categories of nursing practice while caring for multiple clients and coordinating inter-related performance of nursing action.</p> <p><u>NURS 2135 Course Outcome 6:</u> Assess one's personal understanding of the relationship between national safety campaigns and implementation in local practices and practice settings</p>	<p>successfully achieve course outcome #5: Measured by rubric evaluation for outcome 5 A-D</p>	<p>100 % of students achieved a satisfactory performance on their evaluation tool by the end of the semester</p>	<p>Clinical evaluation tool for outcome #5 reviewed with students at midterm evaluation. Goals, and strategies plan completed if student unable to achieve a satisfactory mark on the evaluation rubric</p>	<p>Sometimes hospital census poses a challenge to meeting this goal. As we increase simulation offerings, we will continue to investigate offering a multiple patient sim to help better achieve this outcome.</p>	
	<p><u>NURS2135/Clinical II:</u> *100% of students will successfully achieve course outcome #6: Measured by achievement of 90% on Math Exam</p>	<p><u>NURS 2135 Math Exam:</u> 100% of students achieved a 90% or better on their clinical Math exam within two attempts. 80 % of the students achieved the benchmark in one attempt</p>	<p><u>NURS 2135 Math Exam:</u> Students are able to maintain their math abilities throughout the program with current math requirements. Will continue to incorporate math throughout most courses and within simulation.</p>	<p><u>NURS 2135 Math Exam:</u> With the implementation of ATI complete, we will investigate implementing more math through out courses, to assist with clinical judgement.</p>	<p>12-5-2023 5/1/2024</p>
	<p><u>ATI Comprehensive Predictor Exam:</u> Each AD Program Cohort will achieve a 65% or higher score in QSEN Safety</p>	<p><u>ATI Comp Predictor Safety:</u> EGF PT: 77.5% EGF FT: 85.5% TRF PT: 85.2% TRF FT: 80.1%</p>	<p><u>ATI Comp Predictor Safety: ELA Met:</u> The collective score was 82.13%. Will continue with present curriculum plan and seek ways enhance the promotion of QSEN Safety and consider changing the ELA to a higher benchmark</p>	<p><u>ATI Comp Predictor Safety:</u> The collective score for the 2024 cohort in the Area of Safety was 75.4%. Will leave the ELA as is for now and re-evaluate with the next evaluation cycle. EGF PT: 76.1 EGF FT: 74.4 TRF PT: 80.1 TRF FT: 71.0</p>	<p>12/5/2023 5/1/2024</p>
	<p><u>Student EXIT survey:</u> 80% of Graduates will agree or strongly agree on their ability to perform the QSEN safety EPSLO and provide a concrete example of how they achieved the outcome</p>	<p><u>Student Exit Survey:</u> 100 % of the students agreed or strongly agreed on their ability to provide safe and effective care to their patients. All 2023 graduates completed the survey.</p>	<p><u>Student Exit Survey: ELA met:</u> An example of using evidence based research and suggesting a lower dose of a medication to be as effective as the higher dose was provided. Students provided concrete examples on how they achieved this outcome. Will continue to assess this outcome and make changes to the survey as indicated</p>	<p><u>Student Exit Survey:</u> All agreed that having students provide examples on the student satisfaction survey regarding how they achieved this outcome, is very beneficial. Will continue with this process and re-evaluate with the next evaluation cycle.</p>	<p>12/5/2023 5/1/2024</p>

5.1.5

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
<p>QSEN Informatics</p> <p>Student will use information and technology to communicate, manage knowledge, mitigate error, and support decision making</p> <p><u>NURS 2135 Course Outcome 10:</u> Assess ones' feelings of the importance of technologies that support clinical decision-making, error prevention, and care coordination.</p>		'22-'23 Data Assessment	'22-'23 Data Analysis	'23-'24 Evaluation/Plan	Minutes
	<u>NURS 2135/Clinical II:</u> *100% of students will successfully achieve course outcome 10: Measured by rubric evaluation for outcome 10 A-C.	<u>NURS 2125 Outcome #10:</u> 100% of the students received a satisfactory performance on their clinical evaluation tool by the end of the semester	<u>NURS 2125 Outcome #10: ELA Met:</u> Faculty are able to work with students throughout each clinical shift to assist with incorporating technology into patient care. Will implement an advanced ATI plan in 2024 to help students feel more competent with their technology skills	<u>NURS 2125 Technologies:</u> Incorporating the ATI complete package into the classroom and simulations will help the students to better achieve this goal. Also, one of the clinical partners is working on an EPIC playground to further help students feel comfortable with Electronic Health Records	12/5/2023 5/1/2024
	<u>NURS2135 / Clinical II:</u> 100 % of students will successfully complete clinical worksheet (Rubric)	<u>NURS 2135 Clinical II:</u> 100 % of students satisfactorily completed clinical worksheets on their clients by the end of the program	<u>NURS 2135: Clinical II: ELA Met</u> Sometimes students struggled with seeing all the connections with their patient and the clinical learning. Worksheet updated for the 2023-2024 academic year with more clear instructions and an area where students are asked to link their daily clinical performance to the associated course outcome.	<u>NURS 2135 Outcome Evaluation</u> Faculty feel having students link their daily clinical performance to and associated EPSLO has helped the students value the assignment. We continue with this and re-evaluate with the next cycle.	12/5/2023 5/1/2024
	ATI Comprehensive Predictor Exam: Each AD Program Cohort will achieve	<u>ATI Comp Predictor Informatics:</u> <u>EGF PT:</u> 60.7 <u>EGF FT:</u> no data present	<u>ATI Comp Predictor Informatics:</u> <u>ELA Partially Met:</u> Collective score was 58.5%. It is difficult to achieve the	<u>ATI Comp Predictor Informatics:</u> The collective score for the 2024 cohort in the Area of Informatics was 75.68. It was noted that there are	12/5/2023 5/1/2024

	a 65% or higher score in QSEN Informatics	<u>TRF PT: 52.4</u> <u>TRF FT: 62.5</u>	benchmark on this as there are limited questions on the exam related to Informatics (2 questions). Will continue to assess for now and consider making changes in the future.	very few questions in this area. While three of the cohorts scored above 80%, the EGF cohort scored below the benchmark. Will leave the ELA as is for now and re-evaluate with the next evaluation cycle. <u>EGF PT: 56.8</u> <u>EGF FT: 81.5</u> <u>TRF PT: 83.3</u> <u>TRF FTL 81.1</u>	
	Student EXIT survey: 80% of Graduates will agree or strongly agree on their ability to perform QSEN informatics EPSLO and provide a concrete example of how they achieved the outcome	Student Exit Survey: 100 % of students agreed or strongly agreed with their ability to use information and technology to manage care and support decision making. All 2023 graduates completed the survey.	Student Exit Survey: ELA met Students valued the weekly experience with the Electronic Health Record system provided examples of using secured chats to update providers on patients' condition. Students provided concrete examples on how they achieved this outcome. Will continue to assess this outcome and make changes to the survey as indicated	Student Exit Survey: All agreed that having students provide examples on the student satisfaction survey regarding how they achieved this outcome, is very beneficial. Will continue with this process and re-evaluate with the next evaluation cycle.	12/5/2023 5.1.2024

5.1.6

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
NLN Professional Identity Student will implement one's role as a nurse in ways that reflect integrity, responsibility, ethical practices, and an		'23-'24 Data Assessment	'23'24 Data Analysis	'24-'25 Evaluation/Plan	Minutes
	NURS 2135/Clinical II: *100% of students will successfully achieve course outcome 7: Measured by Leadership Qualities Assignment	NURS 2135/Clinical II: 100% of the students received a satisfactory performance on their clinical evaluation tool by the end of the semester	NURS 2135/Clinical II: ELA Met Students are able to show good reflection and provide examples from work or clinical. Will continue to assess next year.	NURS 2135/Clinical II: All agreed to continue with current leadership assignment and make updates as indicated	05/01/2024 05/07/2025

<p>evolving identity as a nurse committed to evidence-based practice, caring, advocacy, and safe, quality care for diverse patients within a family and community context</p> <p><u>NURS 2135 Course Outcome 7:</u> Assume team member/team leader role and communicate in ways that promote teamwork and clinical setting.</p>	<p><u>NURS 2133/Professional Role:</u> 80 % of the students will achieve a 90% or better on the Healthy People-Special Populations Assignment</p>	<p><u>NURS 2133/Professional Role:</u> 93% of the students achieved a 90% or better on the Health People Special Populations Assignment</p>	<p><u>NURS 2133/Professional Role: ELA Met:</u> The 7% that did not achieve a 90% or better, were able to achieve between an 80% and 90% due to their incomplete answers. This assignment was focused on Health Equity and Social Determinants of health. May try convert it to a video assignment next year.</p>	<p><u>NURS 2133/Professional Role:</u> Due to the change in structure for the Professional Role Course, this assignment was shifted to the NURS 2135 course and is now associated with outcome #1: Analyze ethical challenges in providing patient centered care in uncertain clinical situations. This will be implemented as a post clinical discussion assignment.</p>	<p>05/01/2024 05/07/2025</p>
	<p><u>ATI Comprehensive Predictor Exam:</u> Each AD Program Cohort will achieve a 65% or higher score in NLN Professional Identity [Exam report analysis]</p>	<p><u>ATI Comp Predictor Exam:</u> <u>EGF PT:</u> 80.2 <u>EGF FT:</u> 79.9 <u>TRF PT:</u> 75.6 <u>TRF FT:</u> 80.3</p>	<p><u>ATI Comp Predictor Exam: ELA Met:</u> The collective score was 79%. All four cohorts scored above the benchmark. Will continue with present curriculum plan and assess 2025 results</p>	<p><u>ATI Comp Predictor Exam:</u> No significant changes noted with 2025 results. Will continue to assess and make changes as indicated</p>	<p>05/01/2024 05/07/2025</p>
	<p><u>Student EXIT survey:</u> 80% of Graduates will agree or strongly agree on their ability to perform NLN professional identity EPSLO and provide a concrete example of how they achieved the outcome</p>	<p><u>Student Exit Survey:</u> 97% of the students agreed or strongly agreed that they were comfortable with performing the NLN Professional Identity EPSLO</p>	<p><u>Student Exit Survey: ELA Met</u> Several Examples were given by students related to their ability to achieve this outcome such as simulation performance, clinical performance, and associated assignments. Will continue to assess next year</p>	<p><u>Student Exit Survey:</u> Will continue to assess this benchmark on the Student exit survey and make updates as indicated.</p>	<p>05/01/2024 05/07/2025</p>

5.1.7

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
<p>QSEN Teamwork and Collaboration Student will function</p>		'23-'24 Data Assessment	'23-'24 Data Analysis	'24-'25 Evaluation/Plan	Minutes
	<p><u>NURS 2135/Clinical II:</u> *100% of students will successfully achieve course</p>	<p><u>NURS 2135/Clinical II:</u> 100% of the students received a satisfactory performance on their</p>	<p><u>NURS 2135/Clinical II:</u> The experience varied for the students based on who they were following for the</p>	<p><u>NURS 2135/Clinical II:</u> Consultation with the student at the beginning of their assigned leadership day seemed to help provide guidance</p>	<p>05/01/2024 05/07/2025</p>

<p>effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care</p> <p><u>NURS 2135 Course Outcome 7:</u> Assume team member/team leader role and communicate in ways that promote teamwork and clinical setting.</p> <p><u>NURS 2135 Course Outcome 8:</u> Implement and evaluate conflict management skills in the provision of nursing care.</p>	<p>outcome 7: Measured by Team Lead Assignment</p>	<p>clinical evaluation tool by the end of the semester</p>	<p>experience. Students seem to be able to meet the outcome. Will meet with the student at the beginning of their day next year to help determine the plan that will best help them achieve this ELA.</p>	<p>for a successful day. Will continue to evaluate ways to help make this assignment more meaningful.</p>	
	<p><u>NURS 2135/Clinical II:</u> *100% of students will successfully achieve course outcome 8: Measured by Conflict Management DESC Assignment</p>	<p><u>NURS 2135/Clinical II:</u> 100% of the students received a satisfactory performance on their clinical evaluation tool by the end of the semester</p>	<p><u>NURS 2135/Clinical II: ELA Met</u> Continues as a post clinical discussion. Assignment helps students realize different ways for phrasing conflict statements. Will continue to assess this assignment next year</p>	<p><u>NURS 2135/Clinical II:</u> This continues to work well as a post clinical discussion. Will add a conflict styles exercise to this discussion to help students with improving their communication skills in conflict situations</p>	<p>05/01/2024 05/07/2025</p>
	<p><u>ATI Comprehensive Predictor Exam:</u> Each AD Program Cohort will achieve a 65% or higher score in QSEN Teamwork and collaboration</p>	<p><u>ATI Comp Predictor Exam:</u> EGF PT: 77 EGF FT: 72.4 TRF PT: 75.9 TRF FT: 77.8</p>	<p><u>ATI Comp Predictor Exam: ELA Met:</u> The collective score was 75.6%. All four cohorts scored above the benchmark. Will continue with present curriculum plan and assess 2025 results</p>	<p><u>ATI Comp Predictor Exam:</u> No significant changes noted with 2025 results. Will continue to assess and make changes as indicated</p>	<p>05/01/2024 05/07/2025</p>
	<p><u>Student EXIT survey:</u> 80% of Graduates will agree or strongly agree on their ability to perform QSEN teamwork and collaboration EPSLO and provide a concrete example of how they achieved the outcome</p>	<p><u>Student Exit Survey:</u> 97% of the students agreed or strongly agreed that they were comfortable with performing the QSEN Teamwork and Collaboration EPSLO</p>	<p><u>Student Exit Survey: ELA Met</u> Several Examples were given by students related to their ability to achieve this outcome such as simulation performance, clinical performance, assignments, and especially, the teamwork journals. Will continue to assess next year</p>	<p><u>Student Exit Survey:</u> Will continue to assess this benchmark on the Student exit survey and make updates as indicated.</p>	<p>05/01/2024 05/07/2025</p>

5.1.8

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
NLN		'23-'24 Data Assessment	'23'214Data Analysis	'24-'25 Evaluation/Plan	Minutes

<p>Spirit of Inquiry</p> <p>Examine the evidence that underlies clinical nursing practice to challenge the status quo, question underlying assumptions, and offer new insights to improve the quality of care for patients, families, and communities.</p> <p><u>NURS 2135 Course Outcome 9:</u> Analyze scholarly journal articles to construct an evidence-based paper related to quality improvement (QI) in the clinical setting and reflect on the importance of QI.</p>	<p><u>NURS 2135/Clinical II:</u> *100% of students will successfully achieve course outcome 9: Measured by quality improvement evidenced based paper.</p> <p><u>NURS2135/ Clinical II:</u> 100% of students will successfully achieve course outcome 9: Measured by clinical worksheet (Rationales/ References).</p>	<p><u>NURS 2135/Clinical II:</u> 96% of students achieved an initial passing grade. 2 students were asked to resubmit the paper to achieve the outcome</p> <p><u>NURS 2135/Clinical II:</u> 100% of the students received a satisfactory performance on their clinical evaluation tool by the end of the semester</p>	<p><u>NURS 2135/Clinical II: ELA Partially Met</u> Realized need to make improvement to fall preparation assignment so students were more equipped to complete the spring assignment. Will readjust assignment for fall semester 2024</p> <p><u>NURS 2135/Clinical II: ELA Met</u> By the end of the semester, all students were able to achieve satisfactory evaluations on their clinical worksheet. Faculty feel asking them to link their performance to their EPSLO's each week really helped them value the assignment. Will continue to assess next year.</p>	<p><u>NURS 2135/Clinical II:</u> Having students prepare in the fall, for the spring semester paper helped somewhat with the preparation. 100% of the students met the ELA this past spring semester. Further updates were identified to help students be more prepared for the spring paper. Will provide the spring assignment to the students in the fall, so they are aware of what they will be preparing for.</p> <p><u>NURS 2135/Clinical II:</u> Improvements/updates to rubric appeared to help students be more prepared for their paper.</p>	<p>05/01/2024 05/07/2025</p> <p>05/01/2024 05/07/2025</p>
	<p><u>ATI Comprehensive Predictor Exam:</u> Each AD Program Cohort will achieve a 65% or higher score in NLN Spirit of Inquiry</p>	<p><u>ATI Comp Predictor Exam:</u> <u>EGF PT:</u> 71.1 <u>EGF FT:</u> 67.3 <u>TRF PT:</u> 66.7 <u>TRF FT:</u> 67.6</p>	<p><u>ATI Comp Predictor Exam: ELA Met:</u> The collective score was 68.2%. All four cohorts scored above the benchmark, however, they tend to score lower than in the other areas. Will continue with present curriculum plan and assess 2025 results</p>	<p><u>ATI Comp Predictor Exam:</u> No significant changes noted with 2025 results. Will continue to assess and make changes as indicated</p>	<p>05/01/2024 05/07/2025</p>
	<p><u>Student EXIT survey:</u> 80% of Graduates will agree or strongly agree on their ability to perform NLN spirit of inquiry EPSLO and provide a concrete example of how they achieved the outcome</p>	<p><u>Student Exit Survey:</u> 97% of the students agreed or strongly agreed that they were comfortable with performing the NLN Spirit of Inquiry EPSLO</p>	<p><u>Student Exit Survey:</u> Several Examples were given by students related to their ability to achieve this outcome such as their increase in confidence, and knowledge, and their ability to critically think. Will continue to assess next year</p>	<p><u>Student Exit Survey:</u> Will continue to assess this benchmark on the Student exit survey and make updates as indicated.</p>	<p>05/01/2024 05/07/2025</p>

5.1.9

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
<p>QSEN Evidence Based Practice</p> <p>Student will integrate best current evidence with clinical expertise and patient/ family preferences and values for delivery of optimal health care</p> <p><u>NURS 2135 Course Outcome 9:</u> Analyze scholarly journal articles to construct an evidence-based paper related to quality improvement (QI) in the clinical setting and reflect on the importance of QI.</p>		'23-'24 Data Assessment	'23-'24 Data Analysis	'24-'25 Evaluation/Plan	Minutes
	<p><u>NURS 2135/Clinical II:</u> *100% of students will successfully achieve course outcome 9: Measured by Quality Improvement Evidenced base paper.</p> <p><u>NURS 2135/Clinical II:</u> *100% of students will successfully achieve course outcome 9: Measured by Quality Improvement Evidenced base paper presentation.</p>	<p><u>NURS 2135/Clinical II:</u> 100% of the students received a satisfactory performance on their clinical evaluation tool by the end of the semester</p> <p><u>NURS 2135/Clinical II:</u> 100% of the students received a satisfactory performance on their clinical evaluation tool by the end of the semester</p>	<p><u>NURS 2135/Clinical II: ELA Met</u> 2 students did not achieve a satisfactory grade on this paper, but they were able to resubmit narrative in order to achieve the outcome. Updates are being made to fall preparation paper in hopes that students will be better prepared for this paper.</p> <p><u>NURS 2135/Clinical II: ELA Met</u> It was noted that this is a duplicate assessment, so will replace with another assessment for next evaluation cycle.</p>	<p><u>NURS 2135/Clinical II:</u> Updates made to the fall preparation helped improve the benchmark to 100% of the students achieving a passing grade. Further improvements to the instructions will be made for the next year.</p> <p><u>NURS 2135/Clinical II:</u> Will work with faculty to determine updated assessments for the next cycle.</p>	<p>05/01/2024 05/07/2025</p> <p>05/02/2024 05/07/2025</p>
	<p><u>ATI Comprehensive Predictor Exam:</u> Each AD Program Cohort will achieve a 65% or higher score in QSEN Evidence Based Practice</p>	<p><u>ATI Comp Predictor Exam:</u> EGF PT: 72 EGF FT: 69.3 TRF PT: 71.3 TRF FT: 69.8</p>	<p><u>ATI Comp Predictor Exam: ELA Met:</u> The collective score was 70.6%. All four cohorts scored above the benchmark. Will continue with present curriculum plan and assess 2025 results</p>	<p><u>ATI Comp Predictor Exam:</u> No significant changes noted with 2025 results. Will continue to assess and make changes as indicated</p>	<p>05/01/2024 05/07/2025</p>
	<p><u>Student EXIT survey:</u> 80% of Graduates will agree or strongly agree on their ability to perform QSEN Evidence Based Practice EPSLO and provide a</p>	<p><u>Student Exit Survey:</u> 97% of the students agreed or strongly agreed that they were comfortable with performing the QSEN</p>	<p><u>Student Exit Survey: ELA Met</u> Several Examples were given by students related to their ability to achieve this outcome such as using apps, ATI, and resources available through the clinical</p>	<p><u>Student Exit Survey:</u> Will continue to assess this benchmark on the Student exit survey and make updates as indicated.</p>	<p>05/01/2024 05/07/2025</p>

	concrete example of how they achieved the outcome	Evidence Based Practice EPSLO	site. Will continue to assess next year		
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5.1.10

Student Learning Outcome	Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
QSEN Quality Improvement Student will use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems. <u>NURS 2135 Course Outcome 9:</u> Analyze scholarly journal articles to construct an evidence-based paper related to quality improvement (QI) in the clinical setting and reflect on the importance of QI.		'23-'24 Data Assessment	'23-'24 Data Analysis	'24-'25 Evaluation/Plan	Minutes
	<u>NURS 2135/Clinical II:</u> *100% of students will successfully achieve course outcome 9: Measured by midterm/ final goals and strategy plan.	<u>NURS 2135/Clinical II:</u> 100% of the students received a satisfactory performance on their clinical evaluation tool by the end of the semester	<u>NURS 2135/Clinical II:</u> Some students tend to struggle with the self-evaluation. Those that are not able to identify areas for improvement, are able to work towards improvement goals that instructors choose for them. Will keep this assignment as is and evaluate with next cycle.	<u>NURS 2135/Clinical II:</u> Will look at updating this assessment during next evaluation cycle.	05/01/2024 05/07/2025
	<u>NURS 2133/Professional Role:</u> 70% of students will achieve a 90% probability of passing NCLEX after first attempt on the Comprehensive Predictor exam.	<u>NURS 2133/Professional Role:</u> 72% of students achieved a 90% probability of passing NCLEX after the first attempt on the Comprehensive Predictor Exam	<u>NURS 2133/Professional Role:</u> Benchmark for probability of passing NCLEX increased to 95% to help make students more prepared. 49% achieved a 95% probability of better. Will Consider changing ELA after next years evaluation to line up with the new bench mark	<u>NURS 2133/Professional Role:</u> Will update with next evaluation cycle	05/01/2024 50/07/2025
	<u>ATI Comprehensive Predictor Exam:</u> Each AD Program Cohort will achieve a 65% or higher score in QSEN Quality Improvement	<u>ATI Comp Predictor Exam:</u> <u>EGF PT:</u> 100 <u>EGF FT:</u> 83 <u>TRF PT:</u> 83.3 <u>TRF FT:</u> 70.9	<u>ATI Comp Predictor Exam: ELA Met:</u> The collective score was 84.3%. All four cohorts scored above the benchmark. Will continue with present curriculum plan and assess 2025 results	<u>ATI Comp Predictor Exam:</u> No significant changes noted with 2025 results. Will continue to assess and make changes as indicated	05/01/2024 05/07/2025

	Student EXIT survey: 80% of Graduates will agree or strongly agree on their ability to perform QSEN quality improvement EPSLO and provide a concrete example of how they achieved the outcome	Student Exit Survey: 97% of the students agreed or strongly agreed that they were comfortable with performing the QSEN Quality Improvement EPSLO	Student Exit Survey: Several Examples were given by students related to their ability to achieve this outcome such as the evidence-based paper, and presentation. Will continue to assess next year	Student Exit Survey: Will continue to assess this benchmark on the Student exit survey and make updates as indicated.	05/01/2024 05/07/2025
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Standard 5.2: Retention Rates

Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
Program Completion: 80% of NCTC students will successfully complete the AD mobility nursing program within 100% of the time from entry into the program (2 semesters for full-time and 3 semesters for part-time). Overall Data: A minimum of three years of data will be maintained and analyzed to determine program decisions aimed at retention and completion of program	'24-'25 Grads Assessment	'24-'25 Grads Analysis	'25-'26 Grads Evaluation and Plan	05/07/2025
	Program Completion: Completion Rate was 82% overall	Program Completion: <u>ELA Met</u> TRF Campus: 94%. One student withdrew during fall semester and has reapplied to program for fall semester due to personal reasons EGF Campus: 70%. 3 part time and 5 fulltime students are set to graduate within 150% of time as they will repeat one course over the summer. All students have access to the ATI complete package, which includes test taking strategies seminar and additional learning resources that are being incorporated throughout curriculum		
	'23-'24 Grads Assessment	'23-'24 Grads Analysis	'24-'25 Grads Evaluation and Plan	
	Program Completion:	Program Completion: <u>ELA Met</u>	There was a slight decrease in graduation rates within 100% of	05/07/2025

	<p>Completion Rate was 91.2% overall</p>	<p>TRF Campus: 94%. One student withdrew during spring semester and has reapplied to program for fall semester, 2024</p> <p>EGF Campus: 90%. 3 part time and 2 fulltime students are set to graduate within 150% of time as they will repeat one course over the summer.</p> <p>Continue to explore methods for improving retention. Starting in fall 2024 all students will have access to the ATI complete package, which includes test taking strategies seminar and additional learning resources</p>	<p>time, despite the implementation of the ATI complete package. Adjustments are being made for the next academic year to include more time on campus and increase in screen simulation power point presentations to help students make critical connections.</p>	
	<p>'22-'23 Grads Assessment</p> <p>Program Completion: Completion rate was 90.9% overall.</p>	<p>'22-'23 Grads Analysis</p> <p>Program Completion: ELA Met TRF Campus: 100%. EGF Campus Fulltime: 2 students unsuccessful and 1 withdrew in week 5 for personal reasons and is returning in Jan. 2024. EGF Campus Part-time: One student withdrew in week 6 of fall 2022 and returned to the opposite campus in fall 2023. One student withdrew during final semester. Continue to explore methods for improving retention. ATI complete package added for Spring 2024 starts which includes test taking strategies seminar and additional NCLEX preparation</p>	<p>'23-'24 Grads Evaluation and Plan</p> <p>Program Completion: Mode of delivery updated for Nursing Interventions I and II and Health Assessment and Professional Skills courses where students meet on zoom part of the time on campus part of the time. '23-24 assessment reflects strong retention rates. The Psychosocial Integrity and Professional Role Courses were also restructured to offer more flexibility in students schedules. Faculty have also been adjusting assignments to help students with making critical connections. Spring semester, several faculty tried adding questions from previous topics as bonus points on their exam, which students have found very helpful</p>	<p>12-5-2023 05-01-2024</p>

Standard 5.3: NCLEX-RN Pass Rates

Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
<p>NCLEX-RN: 80% of NCTC graduates will pass their NCLEX-RN on the first attempt during the same 12 month period.</p> <p>Overall Data: A minimum of three years of data will be maintained and analyzed to determine program decisions aimed at maintenance and improvement of graduate’s success on NCLEX-RN</p>	<p align="center">'24-'25 Grads Assessment</p>	<p align="center">'24-'25 Grads Analysis</p>	<p align="center">'25-'26 Grads Evaluation and Plan</p>	
	<p><u>NLCEX-RN Pass Rates:</u> <u>NLCEX-RN Pass Rates:</u> Pass rate: EGF PT: EGF FT: TRF: PT: TRF FT;</p>	<p><u>NLCEX-RN Pass Rates:</u></p>	<p><u>NLCEX-RN Pass Rates: ELA Met</u></p>	
	<p align="center">'23-'24 Grads Assessment</p>	<p align="center">'23-'24 Grads Analysis</p>	<p align="center">'24-'25 Grads Evaluation and Plan</p>	
	<p><u>NLCEX-RN Pass Rates:</u> <u>NLCEX-RN Pass Rates:</u> Pass rate: 94.37% EGF PT: 89% EGF FT: 90% TRF: PT: 100% TRF FT: 100%</p>	<p><u>NLCEX-RN Pass Rates</u> The final NCSBN NCLEX report for 2024 indicates a 94.37% NCLEX-RN pass rate for the Northland Associate Degree RN program. This overall percentage also includes data from students who have graduated in previous years, but tested for this first time in this academic year. The state pass rates were 90.39% and the National pass rates were 91.56%.</p>	<p><u>NLCEX-RN Pass Rates: ELA Met</u> Pass rates stayed about the same from the previous year. National and State pass rates improved. Will implement Capstone and Virtual ATI with the next cycle.</p>	<p align="center">05/07/2025</p>
	<p align="center">'22-'23 Grads Assessment</p>	<p align="center">'22-'23 Grads Analysis</p>	<p align="center">'23-'24 Grads Evaluation and Plan</p>	
	<p><u>NLCEX-RN Pass Rates:</u> Pass rate: 93.94% EGF PT: 88.8% EGF FT: 98.8% TRF: PT: 100%</p>	<p><u>NLCEX-RN Pass Rates: ELA Met</u> The final NCSBN NCLEX report for 2023 indicates a 94.12% NCLEX-RN pass rate for the Northland Associate Degree RN program. This overall percentage also includes data from students who have graduated in previous years, but tested for this first time in this academic year.</p>	<p><u>NLCEX-RN Pass Rates: ELA Met</u> This was a 12% increase from the 2022 academic year and the first-time students had tested with the Next Gen NCLEX exam. State and National Pass Rates increased as well. Will re-assess with the 2024 graduates to</p>	<p align="center">05-01-2024</p>

		The state pass rates were 82.11% and the National pass rates were 87.75%	determine if any changes need to be made.	
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Standard 5.4: Job Placement Rates

Expected Level of Achievement (ELA)	Assessment Data	Analysis of Data and Improvement Plan	Implementation, Evaluation AND Modifications	Date of Minutes
Job Placement: 85% of NCTC AD mobility nursing program graduates will be employed as an RN within 6-12 months of program completion. Overall Data: A minimum of three years of data will be maintained and analyzed to determine program decisions aimed at maintenance and improvement of graduates becoming employed.	'24-'25 Grads Assessment	'24-'25 Grads Analysis	'24-'25 Grads Evaluation and Plan	
	<u>Job Placement Rates:</u>	<u>Job Placement Rates:</u>	<u>Job Placement Rates: ELA Met</u>	
	'23-'24 Grads Assessment	'23-'24 Grads Analysis	'23-'24 Grads Evaluation and Plan	
	<u>Job Placement Rates:</u> 93.22% of students reported employment as an RN	<u>Job Placement Rates:</u> <u>Job Placement Rates: ELA Met</u> Students are asked this question on their end of program survey. They also meet with the program director as they prepare for their licensure exam and have a discussion about their employment plans and continuing education. We have found this is the best way to track our student's employment. In addition, informal conversations with faculty is a great way to gather data on students employment status.	<u>Job Placement Rates: ELA Met</u> Many opportunities are made available to help students choose the employment opportunities that are the best fit for them. Examples are: College Career Fairs, on sight tabling from employers, available postings on the college learning platform, post-clinical discussions with employers, etc. Will review this again at the end of the 2024-2025 academic year and make updates.	05/01/2024 05/07/2025
	'22-'23 Grads Assessment	'22-'23 Grads Analysis	'22-'23 Grads Evaluation and Plan	

	<p><u>Job Placement Rates:</u> 93.22% of students reported employment as an RN</p>	<p><u>Job Placement Rates: ELA Met</u> Students are asked this question on their end of program survey. They also meet with the program director as they prepare for their licensure exam and have a discussion about their employment plans and continuing education. We have found this is the best way to track our student's employment. In addition, informal conversations with faculty is a great way to gather data on students employment status.</p>	<p><u>Job Placement Rates: ELA Met</u> Many opportunities are made available to help students choose the employment opportunities that are the best fit for them. Examples are: College Career Fairs, on sight tabling from employers, available postings on the college learning platform, post-clinical discussions with employers, etc. Will review this again at the end of the 2023-2024 academic year and make updates.</p>	<p>12-5-2023 05-01-2024</p>
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