

# B.S. in Nursing

## 2007 NCA Progress Report #10

---

### Introduction/Context

The undergraduate nursing program has the overarching goal to prepare nurses for professional practice. The program is fully accredited by the Commission on Collegiate Nursing Education (CCNE) and approved by the Ohio Board of Nursing (required for graduates to progress to licensure.) Previously the undergraduate nursing program was accredited by the National League for Nursing Accrediting Commission (NLNAC) which does not accredit graduate programs.

Faculty in each clinical specialty area review objectives and outcomes for their area on an ongoing basis. At the end of each academic year, all Faculty collectively review reports of outcomes. Trends are identified for areas and across the program with a plan of action developed for the upcoming academic year.

The undergraduate nursing program has a comprehensive evaluation plan that includes documentation of compliance with state laws, adequate resources to operate the program, an organizational structure that supports achieving the School's mission, accurate information on the program available to the public, documentation of faculty productivity, and other measures. The student learning outcome data reported here is taken from that data.

The School's Program Evaluation Committee reviews the current evaluation methodologies and and evaluation plan and facilitates data collection and analysis.

All students enter the BSN major through a competitive admissions process and progress through three levels of classes (sophomore, junior, and senior). The accelerated students follow the same progression format as the basic students, albeit at a faster pace since they already have earned an undergraduate degree in another discipline. Student learning outcome data on nursing skills, nursing standards of practice, nursing care planning and therapeutic communication are assessed in relation to at increasingly more complex objectives throughout the progression of courses. These assessments at the level of the senior courses culminate in the evaluation of students' ability to meet program terminal objectives and obtain their RN license to practice nursing.

In December 2004, benchmarks for each of the current direct measures were established by the full faculty based on:

1. Expectations related to progression in achievement of terminal objectives.
2. Results achieved in the preceding two academic years.
3. Experiences of comparable programs.

They are reviewed annually and revised or revalidates for the upcoming academic year.

### **Goal**

The primary goal of the BSN program has not changed. It remains as follows: Graduates will be ready to practice professional nursing in all of the discipline' specialty areas.

### **Outcomes & Research**

Since submission of the last status report, Faculty in the School of Nursing continues to review and revise program outcome benchmarks to specifically reflect student learning. As they are now defined, **clinical skill outcomes which are assessed by direct measures are outlined below.**

- A) Students will demonstrate competency in progressively difficult nursing skills in the campus Nursing Resource Laboratory (NRL), measured by 'skills checks' in the NRL
- B) Students will apply the professional standards of nursing in the clinical area as documented by scores on the course-specific clinical evaluation tools.
  - 1) Students will demonstrate ability to plan, deliver, and evaluate outcomes of professional nursing care as measured through scores on written nursing care plans and clinical course evaluation.
  - 2) Students will demonstrate the progressively more comprehensive use of therapeutic communication skills in practice settings as measured through scores on written process recordings.
- C) Students will demonstrate mastery of nursing knowledge required for safe practice as measured through standardized tests in all subject areas of the discipline. Direct measures of theory course outcomes are being considered to supplement the current standardized test results for a more complete evaluation of that aspect of student learning.
- D) Graduates of the program will successfully pass the NCLEX-RN licensing exam on first taking, as measured through test scores.

**Indirect measures are used to assess the two outcomes that follow.**

- E) Graduating students express readiness for professional work as assessed through exit interviews/focus groups.
- F) Alumni report preparedness for professional work as assessed through questions on an alumni survey.

## **Findings**

In order to become a licensed Registered Nurse, program graduates must ultimately take and pass the NCLEX – RN. Optimally, we would like our graduates' passage rate to be at or above 95% of the national mean for each testing. Since 2003, we have met or exceeded this objective.

Appropriate benchmarks have been set for all other direct measures employed to assess student progress. As tabled findings contained in the accompanying Status Report #10 reveal, based on the available data, all established benchmarks have been met. Nevertheless, as noted below some specific actions to further strengthen the program have been identified for implementation in the upcoming academic year.

## **Review**

Assessment results are periodically reviewed with a comprehensive review of all data by the entire faculty on an annual. The last such evaluation meeting was held on May 14, 2007. Focus groups comprised of graduating seniors are also held to solicit student opinion on proposed curricular and instructional changes and the quality of the program overall.

## **Actions**

Outcome C. To better ensure students' readiness to take and pass the NCLEX – RN, the scoring benchmark on preparatory ATI exams was raised from passage at the 50<sup>th</sup> percentile in comparison to peers to passage at the 60<sup>th</sup> percentile. Implementation of this new benchmark continues to be monitored. Students did achieve targeted scores on AIT exams used to assess mastery of nursing knowledge in all major subjects; however the repeated practice needed in some instances has suggested the need for further scrutiny of ATI testing data. Faculty continues to look for trends in testing for individual students who may be having difficulty in test performance during the upcoming year. In Spring 2007, 19 of the senior students had difficulty in meeting the ATI exit testing requirement. They were advised by the School Director, half sent to the counseling center for additional assistance with test anxiety, and all referred to a graduate student project in test preparation. Outcome results will be known in 2007-08 when these students complete their licensing exams.

Outcome F. The next Alumni survey is scheduled for academic year 2007 – 2008.

**NORTH CENTRAL ASSOCIATION STUDENT ASSESSMENT PLAN**  
2007 College of Education and Human Services Progress Report #10

Program: B.S. in Nursing

*Program Goal: Graduates will be ready to practice professional nursing in all of the disciplines specialties.*

OUTCOMES	ASSESSMENT MEASURES (Direct)	FINDINGS/RESULTS	REVIEW OF RESULTS (comparisons with target objectives)	ACTIONS
<p>A. Students demonstrate competency in progressively difficult nursing skills in the Nursing Resources Laboratory (NRL).</p> <p>Note. Students must demonstrate competency in nursing skills in the campus lab before performing such skills in clinical settings.</p>	<p>Mastery of skills tested in designated classes (NUR 216, 226, and 306) through student demonstration ("skills checks") in the Nursing Resource Lab. (Example of skills checks evaluative tool attached).</p> <p>In senior level class (NUR 420) students complete a peer evaluation of skill proficiency.</p>	<p><b>Sophomores</b>  <b>NUR 216 (Basic):</b> 81.6 % pass on 1<sup>st</sup> testing, 18.4 % 2<sup>nd</sup> testing,  <b>NUR 216 (Accelerated):</b> 79.2 % pass on 1<sup>st</sup> testing, 20.8% 2<sup>nd</sup> testing</p> <p><b>Juniors</b>  <b>NUR 226 (Basic):</b> 73 % pass on 1<sup>st</sup> testing, 27% 2<sup>nd</sup> testing,  <b>NUR 226 (Accelerated):</b> 69 % pass on 1<sup>st</sup> testing, 29% on 2<sup>nd</sup> testing  <b>NUR 306 (Basic):</b> 78% pass on 1<sup>st</sup> testing, 19.7 % pass on 2<sup>nd</sup> testing, 1.4% on 3<sup>rd</sup> testing.  <b>NUR 306 (Accelerated):</b> 88% pass on 1<sup>st</sup> testing, 12 % pass on 2<sup>nd</sup> testing.</p> <p><b>Seniors</b>            100% of seniors participate in the peer evaluation -- all satisfactory.</p>	<p>Benchmark set Dec 2004 - 95% of students achieving competency with three opportunities to test.</p>	<p>Faculty reviewed data on May 14 meeting. Determined no further action required at this time.</p> <p>Confirmed that benchmarks have been met.</p>

OUTCOMES	ASSESSMENT MEASURES (Direct)	FINDINGS/RESULTS	REVIEW OF RESULTS (comparisons with target objectives)	ACTIONS
<p>B. Students will apply professional nursing standards* in clinical practice areas. *Professional nursing standards are defined in the Ohio Nurse Practice Act and by the document <i>Essentials of Baccalaureate Nursing Practice</i>, developed by the American Association of Colleges of Nursing (AACN).</p>	<p><b>Clinical Evaluation Tool</b> Students must meet standards as evaluated in each course through a course-specific clinical evaluation tool (example of tool attached). The clinical evaluation tools identify areas of practice to be observed by clinical faculty.</p>	<p><b>Sophomores</b> <b>NUR 216:</b> 37 % A, 21 % B, 6.8 % C <b>NUR 226:</b> 54 % A, 31 % B, 12.8 % C</p> <p><b>Juniors</b> <b>NUR 306:</b> 74 % A, 21% B, 5.1 % C, <b>NUR 313:</b> Psych – 77.3 % A , 21 % B, 5.1% C <b>NUR 326:</b> Peds – 91 % A , 9 % B <b>NUR 382:</b> Maternity – 90% A, 8% B, 1.5% D</p> <p><b>Seniors</b> <b>NUR 411:</b> Home Care – 98% A, 1% B, 1% D <b>NUR 414:</b> Comm. – 96 % A, 4 % B, <b>NUR 441:</b> Comm. – 100 % A, <b>NUR 416:</b> Complex – 42.8 % A, 57.1 % B, <b>NUR 420:</b> Role Prac–100 % A</p>	<p>Benchmark set in Dec 2004 is 90% of students should successfully achieve the objectives.</p>	<p>Faculty reviewed data on May 14 - students are meeting objectives.  No action required.</p>

OUTCOMES	ASSESSMENT MEASURE (Direct)	FINDINGS/RESULTS	REVIEW OF RESULTS (comparisons with target objectives)	ACTIONS
<p>B.1. Students demonstrate ability to plan, deliver and evaluate outcomes of professional nursing care.</p>	<p><b>Nursing Care Plan</b> Students complete written nursing care plans documenting use of the nursing process in care delivery. These care plans document student assessment and analysis of the nursing concerns, the student action and the observed outcome. The care plans are evaluated by the clinical faculty and assigned a score.</p>	<p><b>Sophomores</b>  <b>NUR 216:</b> 69.2% A, 15.4% B the rest were satisfactory  <b>NUR 226:</b> 60 % A, 30 % B, 10% C,  <b>Juniors</b>  <b>NUR 306:</b> 77 % A, 21 % B, 2 % C  <b>NUR 313:</b> Psych – 75 % A , 25 % B,  <b>NUR 326:</b> Peds – 75 % A , 13.6 % B, 9% C and 2% D  <b>NUR 382:</b> Maternity – 89 % A, 11 % B,  <b>Seniors</b>  <b>NUR 411:</b> Home Care – 71 % A, 24 % B, 5% C  <b>NUR 416:</b> Complex – 57 % A, 0 % B, 47 % C  <b>NUR 420:</b> Role Practicum – 100 % A , 57 % B</p>	<p>Benchmarks set that 90% of the students meet objectives</p>	<p>Faculty reviewed data on May 14, Students are meeting objectives. It was noted that senior students in role practicum do well in care planning.</p> <p>No action required.</p>

OUTCOMES	ASSESSMENT MEASURES (Direct)	FINDINGS/RESULTS	REVIEW OF RESULTS (comparisons with target objectives)	ACTIONS
<p>B.2 Students will demonstrate therapeutic communication skills in clinical practice.</p>	<p><b>Process Recording</b></p> <p>Students complete ‘<b>Process Recordings</b>’ of their interactions with clients at each level of nursing courses. Process recordings are scored by clinical faculty based on defined criteria. (PR evaluation tool attached.)</p> <p>In the PR, students document reflection on use of therapeutic communication techniques, identify non-therapeutic communications and suggest alternative actions.</p> <p>NUR 226 : communication with adult client</p> <p>NUR 313 communication with client with a mental health condition</p> <p>NUR 306 communication with adult having acute illness</p> <p>NUR 325/382 communication with family group</p> <p>NUR 414 teaching communication with community group</p>	<p><b>Sophomores</b></p> <p><b>NUR 216:</b> 34 % A, 43 % B, 16 % C, 7 % D  <b>NUR 226:</b> 38 % A, 46% B, 16 % C</p> <p><b>Juniors</b></p> <p><b>NUR 306:</b> 79 % A, 21 % B,  <b>NUR 313:</b> Psych – 29 % A, 40 % B, 20 % C, 11% D  <b>NUR 326:</b> Peds – 95 % A , 5 % B  <b>NUR 382:</b> Maternity – 89 % A, 11 % B,</p> <p><b>Seniors</b></p> <p><b>NUR 411:</b> Home Care – 80 % A, 18%, and 2% C  <b>NUR 414:</b> Comm. – 94 % A, 6 % B,  <b>NUR 441:</b> Comm. – 86 % A, 14 % B</p>	<p>Benchmark was set Dec 2004 -- that 90% of students should successfully achieve the objectives.</p>	<p>Faculty reviewed data on May 14. Students are meeting benchmarks.</p>

OUTCOMES	ASSESSMENT MEASURES (Direct)	FINDINGS/RESULTS	REVIEW OF RESULTS (comparisons with target objectives)	ACTIONS
<p>C. Students will demonstrate mastery of nursing knowledge based on standardized tests in all subjects in the major.</p>	<p>Students take the following standardized test as assessment of course material using ATI subject matter tests in:</p> <p>Fundamentals of Nursing Acute care Pharmacology Mental Health Maternity Care Pediatric Care Community Health Readiness for licensure</p> <p>(ATI = Assessment Technologies Inc, nationally-normed tests for nursing majors in identified subject areas. Tests evaluate for knowledge needed for safe practice in the discipline.</p>	<p>Across all courses, half of students have tested at or above the 60<sup>th</sup> percentile compared to peers on first testing.</p> <p>For those who do not achieve the 60<sup>th</sup> percentile, the number successfully passing the non-proctored testing requirement is 100%. (This is a requirement for progression in the program.)</p> <p>44.6 % of the basic senior students (Fall 06) pass the NCLEX Predictor ATI, a more comprehensive standardized test on their first try. 56% of the accel. Students (summer 06) passed on first try.</p>	<p>Students meet the current benchmarks.</p>	<p>Faculty discussion re ATI testing. Many students do not pass first try, but all do complete the required non-proctored tests.</p> <p>Action: for further discussion, perhaps the score on ATI should be factored into the score on the final grade. Many students do not take the test seriously and do not get as much out of the ATI system as is possible.</p> <p>This item to be discussed Fall 07/</p>
<p>D. Graduates will successfully pass the NCLEX exam – the national Registered Nurse licensing exam required for practice.</p>	<p>NCLEX - RN is the national licensing examination for Registered Nurses.</p>	<p>In 2001, 71 % of graduates passed the NCLEX on first taking. In 2002, 77 % passed. In 2003, 88 % passed. In 2004, 89% passed. In 2005, 90.48 % passed first try In 2006., 94.85% passed first try</p>	<p>The target score for success is to have CSU graduates pass rate to be at or above 95% of the national mean for each testing.</p> <p>In 2002, the 95% of the national mean was 78%; in 2003 it was 85%, in 2004 it was 85%, in 2005 it was 87.33</p> <p><b>In 2006 the national mean was 81.47 %</b></p> <p>Since 2003, CSU graduates have met the target score.</p>	<p>Since benchmark was met, no further action needed.</p>

OUTCOMES	ASSESSMENT MEASURES (Indirect)	FINDINGS/RESULTS	REVIEW OF RESULTS (comparisons with target objectives)	ACTIONS
E. Graduating students express readiness for professional work.	Exit interviews conducted as a focus group.	All cohorts of graduating seniors meeting in facilitated focus groups expressed their perception they are ready to begin their professional nursing career.	Exit interviews indicate that program's strengths are: professors are knowledgeable and expert, the NRL, a variety of clinical sites, practicum experiences and classmates.	. no further actions needed
F. Alumni express perception they were preparedness for professional work.	Alumni survey, conducted every three years as a web-based survey. Data last obtained Nov 04.	23% response rate for graduates of preceding 2 years.  All graduates reported being 'ready' to function as professional nurse on survey items.  <b>No Alumni Survey completed in study year.</b>		Faculty must schedule alumni survey in 07-08.