Systematic Plan for Program Evaluation ADN-RN Program

ADN-RN End-of-Program Student Learning Outcomes

By completion of the ADN-RN program the graduate will:

1. Demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team.
2. Utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse.
3. Synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span.
4. Incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs.
5. Evaluate plan of care for patients in a variety of care settings using critical thinking skills.

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| **Component (ACEN standard)** | **Expected Level of Achievement**  **Upon completion of the program, graduates will:** | **Frequency of Assessment** | **Assessment Method(s)** | **Results of Data Collection and Analysis (Including actual level/s of achievement)** | **Actions for program development, maintenance, or revision** |
| 5.1  The systematic plan for evaluation describes the process for regular summative nursing program- level assessment of student learning outcome achievement. | SLO #1  Demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  | Results are from academic year 2019-2020, 2020-2021, 2021-2022. |  |
|  | **ADN-RN General Track:**  a. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Teamwork and Collaboration.  Direct Measurement | a. Assessment completed at the end of the final course, NUR 2440C each Spring semester. | a. HESI Exit Exam administered in NUR 2440C. | a. **2021-2022:** Class average on this QSEN measure is 872 (23 students).  **2020-2021**: Class average on this QSEN measure is 812 (16 students).  **2019-2020:** Class average on this QSEN measure is 764 (30 students). | a. Goal partially met; Faculty examined HESI results with review of current teaching practices and modeling professionalism/ leadership. Adaptive Quizzing from Evolve utilized since 2020 with more emphasis on use over the last 3 years. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | b. 85% of Students will achieve at least “3” on Clinical Performance Evaluation Tool Section Professional Presentation final evaluation for NUR 2440C final clinical course of program.  Direct Measurement | b. Assessment completed, and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Spring semester. The final course, NUR 2440C results are used to determine achievement of SLO. | b. Clinical Performance Evaluation Tool Section Professional Presentation on final evaluation for each clinical course | b. **2021-2022**: 100% (19 of 19) of students achieved at least a “3” on Clinical Performance Evaluation Tool Section Relationship with Instructor, Classmates & Facility Staff for NUR 2440C.  **2020-2021**: 100% (16 of 13) of students achieved at least a “3” on Clinical Performance Evaluation Tool Section Relationship with Instructor, Classmates & Facility Staff for NUR 2440C.  **2019-2020**: 100% (29 of 29) of students achieved at least a “3” on Clinical Performance Evaluation Tool Section Relationship with Instructor, Classmates & Facility Staff for NUR 2440C. | b. Goal met; Continue with teaching practices.  Goal met 3 consecutive years. |
|  | c. 90% of respondents will report at least “4” (Agree) on questions 2-3 of Clinical Facility Staff Evaluation of Students Survey, include number of surveys returned.  Indirect Measurement | c. Assessment completed in the final course, NUR 2440C of program of each cohort. NUR 2440C, Spring semester. | c. Clinical facility Staff Evaluation of Students questions #2 & #3 (administered at the completion of each clinical rotation). | c. **2021-2022**: 100% (19 of 19) reported at least “4” (agree) on questions 2-3 of survey.  **2020-2021**: 12 Surveys returned, 100% (16 of 16) reported at least “4” (agree) on questions 2-3 of survey.  **2019-2020**: 100% (29 of 29) reported at least “4” (agree) on questions 2-3 of survey. | c. Goal met; Continue to monitor. |
|  | d. 85% of graduates will report “Agree” or “Strongly Agree” with the ADN-RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months post-graduation. | d. RN Graduate Survey question #1 NFC’s RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team. Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree | d. **2021-2022-pending, surveys to be completed online.**  **2020-2021**: 2 of 16 graduate surveys returned. 100% (2 of 2) of graduates responded with at least “agree” with the ADN-RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team  **2019-2020**: 6 of 29 graduate surveys returned. 100% (6 of 6) of graduates responded with at least “agree” with the ADN-RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team  **2018-2019**: 6 of 21 graduate surveys returned. 100% (6 of 6) of graduates responded with at least “agree” with the ADN-RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team. | d. Goal met: 13-21% survey returned for past 3 years. Faculty will continue to emphasize the importance of survey return to graduates.  **Conclusion:** Goal met Continue with current practices in teaching, modeling, and evaluating professionalism and leadership. Minor revisions to Clinical Evaluation Tool were made to better assess student achievement. |
|  | SLO #1. Demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | **LPN to ADN-RN Bridge Track:**  a. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Teamwork and Collaboration.  Direct Measurement | a. Assessment completed at the end of the final course, NUR 2036C each Summer semester. | a. HESI Exit Exam administered in NUR 2036C. | a. **2021-2022**: Class average on this QSEN measure is not available.  **2020-2021**: Class average on this QSEN measure is 771 (31 students).  **2019-2020**: Class average on this QSEN measure is 862 (31students). | a. Goal partially not met; Faculty to continue current teaching practices and modeling professionalism and leadership. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | b. 85% of students will achieve at least “3” on Clinical Performance Evaluation Tool Section Relationship with Instructor, Classmates & Facility Staff final evaluation for NUR 2036C final clinical course of program.  Direct Measurement | b. Assessment completed, and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Summer semester. The final course, NUR 2036C results are used to determine achievement of SLO. | b. Clinical Performance Evaluation Tool Section Relationship with Instructor, Classmates & Facility Staff on final evaluation for each clinical course. | b. **2021-2022**: 100% (21 of 21) of students achieved at least a “3” on Clinical Performance Evaluation Tool Section Relationship with Instructor, Classmates & Facility Staff.  **2020-2021**: 100% (31 of 31) of students achieved at least a “3” on Clinical Performance Evaluation Tool Section Relationship with Instructor, Classmates & Facility Staff.  **2019-2020**: 100% (31 of 31) of students achieved at least a “3”. | b. Goal met three consecutive years. Continue with teaching practices. |
|  | c. 90% of respondents will report at least “4” (Agree) on questions 2-3 of Clinical Facility Staff Evaluation of Students Survey, include number of surveys returned.  Indirect Measurement | c. Assessment completed in the final course of program of each cohort, NUR 2036C Summer semester. | c. Clinical facility Staff Evaluation of Students questions #2 & #3 (Administered at the completion of each clinical rotation). | c. **2021-2022**: 0 Surveys returned,  **2020-2021**: 2 Surveys returned, 100% (2 of 2) reported at least “4” (agree) on questions 2-3 of survey.  **2019-2020**: 8 Surveys returned, 100% (7 of 7) reported at least “4” (agree) on questions 2-3 of survey. | c. Goal met two consecutive years; Faculty to improve survey returns by educating facility staff prior to rotation. |
|  | d. 85% of graduates will report “Agree” or “Strongly Agree” with the LPN to ADN-RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (February to August annually) post-graduation. | d. RN Graduate Survey question #1 NFC’s RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team. Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree | d. **2021-2022 Graduate Survey results**: Graduate surveys are being worked on to be completed online-PENDING  **2020-2021**  **Graduate Survey results**: 9 of 31 graduate surveys returned. 100% (9 of 9) of graduates responded with at least “agree” with the LPN to ADN-RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team.  **2019-2020 Graduate Survey results**: 2/31  graduate surveys returned. 100% (2 of 2) of graduates responded with at least “agree” with the LPN to ADN-RN program prepared you to demonstrate professionalism in the role of the registered nurse within the healthcare system to effectively lead other members of the healthcare team. | d. Goal met two consecutive years;  2022-Will change survey to a online survey. |
|  | SLO #2. Utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | **ADN-RN General Track:**  a. 85% of Students will achieve at least “3” on Clinical Performance Evaluation Tool Section Nursing Assessment final evaluation for NUR 2440C final clinical course of program.  Direct Measurement | a. Assessment completed and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Spring semester. The final course, NUR 2440C results are used to determine achievement of SLO. | a. Clinical Performance Evaluation Tool Section Nursing Assessment for each course. | a. **2021-2022**: 100% (23 of 23) of students achieved at least a 3 on the Student Clinical Performance Evaluation Tool for NUR 2440C.  **2020-2021**: 100% (16 of 16) of students achieved at least a 3 on the Student Clinical Performance Evaluation Tool for NUR 2440C.  **2019-2020**: 29 of 29 Students, 100% achieved passing standard for the final clinical course, NUR 2241L of the program. | a.Goal met 3 consecutive years. |
|  | b. 85% of students will achieve at least “3” on Clinical Performance Evaluation Tool Section Nursing Skills and Procedures final evaluation for NUR 2440C final clinical course of program.  Direct Measurement | b. Assessment completed, and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Spring semester. The final course, NUR 2440C results are used to determine achievement of SLO. | b. NUR 2440C Clinical Performance Evaluation Tool for each clinical course Sections Nursing Skills and Procedures. | b. **2021-2022**: 100% (16 of 16) of students achieved at least a 3 on the Student Clinical Performance Evaluation Tool for NUR 2440C.  **2020-2021**: 100% (16 of 16) of students achieved at least a 3 on the Student Clinical Performance Evaluation Tool for NUR 2440C.  **2019-2020**: 29 of 29 Students, 100% achieved passing standard “3” for the final clinical course, NUR 2241L of the program. | b. Goal met for 3 years. Continue to monitor. |
|  | c. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Safety.  Direct Measurement | c. Assessment completed at the end of the final course, NUR 2440C each Fall semester. | c. HESI Exit Exam administered in NUR 2440C. | c. **2021-2022:** Class average on this QSEN measure is 828 (23 students).  **2020-2021**: Class average on this QSEN measure is 792 (16 students).  **2019-2020:** Class average on this QSEN measure is 780 (30 students). | c. Goal not met but scores did improve over the last 3 years; Faculty examined HESI results with review of current teaching practices and modeling professionalism/ leadership. Adaptive Quizzing from Evolve utilized since 2020 with more emphasis on use over the last 3 years. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | d. 85% of graduates will report “Often” or “Always” with the ADN-RN program prepared you to utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (November to April annually) post-graduation. | d. RN Graduate Survey question #2 NFC’s RN program prepared you to utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse. Always, Often, Somewhat, Occasionally, Never | d. **2021-2022 (May)**  **survey is going to be available to be completed online. PENDING**  **2020-2021**  **Graduate Survey results**: 2 of 16 graduate surveys returned. 100% (2 of 2) of graduates responded with at least “Always” with the ADN-RN program prepared you to utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse. | d. Goal met: Faculty will continue to emphasize the importance of survey return to graduates.  **Conclusion:** Overall Goal met  Results were discussed and evaluated by the faculty and director and it was concluded the evaluations are effective and will be reevaluated again with future data for consistency.  Starting in Fall 2022 will collect graduate survey online.  Results pending. |
|  | SLO #2. Utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | **LPN to ADN-RN Bridge Track:**  a. 85% of students will achieve at least “3” on Clinical Performance Evaluation Tool Section Nursing Assessment final evaluation for NUR 2036C, final clinical course of program.  Direct Measurement | a. Assessment completed and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Summer semester. The final course, NUR 2036C results are used to determine achievement of SLO. | a. Clinical Performance Evaluation Tool Section Nursing Assessment on final evaluation for each clinical course. | a. **2021-2022**: 100% (21 of 21) of students achieved at least a 3 on the Student Clinical Performance Evaluation Tool Section Nursing Assessment.  **2020-2021**: 100% (31 of 31) of students achieved at least a 3 on the Student Clinical Performance Evaluation Tool Section Nursing Assessment.  **2019-2020**: 100% (31 of 31) of students achieved at least a 3 on the Student Clinical Performance Evaluation Tool Section Nursing Assessment. | a. Goal met three consecutive years; Faculty will continue with teaching/learning practices. |
|  | b.100% of students will achieve at least 80% on NUR 2036C Bridge III Unit 12 Module 1 Leadership Project.  Direct Measurement | b. Assessment completed in NUR 2036C, Bridge III in the final semester of the program which is Summer each year. | b. NUR 2036C, Bridge III Unit 12 Module 1 Leadership Project. | b. **2021-2022**: 100% (21 of 21) of students achieved at least 80% Unit 12 Module 1 Leadership Project.  **2020-2021**: 96% (31 of 31) of students achieved at least 80% Unit 12 Module 1 Leadership Project.  **2019-2020**: 100% (31 of 31) of students achieved at least 80% Unit 12 Module 1 Leadership Project. | b. Goal met three consecutive years; continue with project due to effectiveness and positive feedback. |
|  | c. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Safety.  Direct Measurement | c. Assessment completed at the end of the final course, NUR 2036C each Summer semester. | c. HESI Exit Exam administered in NUR 2036C. | c. **2021-2022**: Class average on this QSEN measure is not available.  **2020-2021**: Class average on this QSEN measure is 757 (31 students).  **2019-2020**: Class average on this QSEN measure is 880 (31 students). | c. Goal partially not met; Faculty to continue current teaching practices and modeling professionalism and leadership. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | d. 85% of graduates will report “Agree” or “Strongly Agree” with the LPN to ADN-RN program prepared you to utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse. Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (February to August annually) post-graduation. | d. RN Graduate Survey question #2 NFC’s RN program prepared you to utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse. Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree | d. **2021-2022-Survey is going online to be completed by graduates. PENDING**  **2020-2021**  **Graduate Survey results:** 9 of 31 graduate surveys returned. 100% (9 of 9) of graduates responded with at least “agree” with the LPN to ADN-RN program prepared you to utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse.  **2019-2020**:  **Graduate Survey results:** 2 of 31 graduate surveys returned. 100% (2 of 2) of graduates responded with at least “agree” with the LPN to ADN-RN program prepared you to utilize the nursing process to provide safe and ethical patient care within the scope of practice for a registered nurse. | d. Goal met two consecutive years. Faculty will continue to emphasize the importance of survey return to graduates.  **Conclusion:** Overall Goal met.  Will put the survey online in hopes of increasing return rate. |
|  | SLO #3 Synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | **ADN-RN General Track:**  a. 85% of students will achieve at least “3” on Clinical Performance Evaluation Tool Section Communication final evaluation for NUR 2440C the final clinical course of program.  Direct Measurement | a. Assessment completed and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Spring semester. The final course, NUR 2440C results are used to determine achievement of SLO. | a. Clinical Performance Evaluation Tool Section Communication on final evaluation for each clinical course. | a. **2021-2022**: 100% (23 of 23) of Students achieved “3” passing standard for the semester in NUR 2440C.  **2020-2021**: 100% (16 of 16) of Students achieved “3” passing standard for the semester in NUR 2440C.  **2019-2020 100% (29 of 29)** ) of Students achieved “3” passing standard for the semester in NUR 2440C. | a. Goal met three consecutive years; |
|  | b. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Effective Communication.  Direct Measurement | b. Assessment completed at the end of the final course, each Spring semester. | b. HESI Exit Exam administered in NUR 2440C. | b. **2021-2022**: Class average on this QSEN measure is 830 (23 students).  **2020-2021**: Class average on this QSEN measure is 743 (16 students).  **2019-2020**: Class average on this QSEN measure is 776 (30 students). | b. Goal partially met; Faculty examined HESI results with review of current teaching practices and modeling professionalism/ leadership. Adaptive Quizzing from Evolve utilized since 2020 with more emphasis on use over the last 3 years. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | d. 85% of graduates will report “Always” or “Often” with the ADN-RN program prepared you to synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (November to April annually) post-graduation. | d. RN Graduate Survey question #3 NFC’s RN program prepared you to synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span. Always, Often, Somewhat, Occasionally, Never | d. **2021-2022 -Survey going online results PENDING**  **2020-2021 Graduate Survey results:** 6 of 16 graduate surveys returned. 100% (6 of 6) of graduates responded with at least “Always” with the LPN to ADN-RN program prepared you to synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span.  **2019-2020 Graduate Survey results:** 6 of 29 graduate surveys returned. 100% (6 of 6) of graduates responded with at least “Always” with the LPN to ADN-RN program prepared you to synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span. | d. Goal met: Low survey return rate. Will put survey online to assist with increasing the return rate. |
|  | SLO #3 Synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | **LPN to ADN-RN Bridge Track:**  a. 85% of students will achieve at least “3” on Clinical Performance Evaluation Tool Section Communication Skills on final evaluation for NUR 2036C final clinical course of program.  Direct Measurement | a. Assessment completed and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Summer semester. The final course, NUR 2036C results are used to determine achievement of SLO. | a. Clinical Performance Evaluation Tool Section Communication Skills on final evaluation for each clinical course. | a. **2021-2022**: 100% (21 of 21) of students achieved at least “3” on the Clinical Performance Evaluation Tool Section Communication Skills.  **2020-2021**: 100% (31 of 31) of students achieved at least “3” on the Clinical Performance Evaluation Tool Section Communication Skills.  **2019-2020**: 100% (31 of 31) of students achieved at least “3” on the Clinical Performance Evaluation Tool Section Communication Skills. | a. Goal met three consecutive years; Continue with current practices. |
|  | b. 80% of students will achieve at least an 80% on NUR 1007C, Bridge II case study assignment.  Direct Measurement | b. Assessment completed in NUR 1007C, Bridge II each Spring semester. | b. NUR 1007C, Bridge TBI case study assignment incorporating culturally competent care and therapeutic communication. | b. **2021-2022**: 100% (21 of 21) of students achieved at least 80% on case study assignment.  **2020-2021**: 96% (30 of 31) of students achieved at least 80% on case study assignment.  **2019-2020**: 96% (30 of 11) of students achieved at least an 80% on case study assignment. | b. Goal met three consecutive years; Continue with current teaching plan. |
|  | c. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Communication.  Direct Measurement | c. Assessment completed at the end of the final course, each Spring semester. | c. HESI Exit Exam administered in NUR 2036C. | c. **2021-2022**: Class average on this QSEN measure is not available..  **2020-2021**: Class average on this QSEN measure is 753 (31 students).  **2019-2020**: Class average on this QSEN measure is 845 (31 students). | c. Goal not met; Faculty to continue current teaching practices and modeling professionalism and leadership. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | d. 85% of graduates will report “Agree” or “Strongly Agree” with the LPN to ADN-RN program prepared you synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (February to August annually) post-graduation. | d. RN Graduate Survey question #3 NFC’s RN program prepared you to synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span. Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree | d. **2021-2022**  **Survey will be online Fall 2022.**  **results PENDING**  **2020-2021**  **Graduate Survey results:** 9 of 31 graduate surveys returned. 100% (9 of 9) of graduates responded with at least “agree”.  **2017 Graduate Survey results:** 2 of 31 graduate surveys returned. 100% (2 of 2) of graduates responded with at least “agree” with the LPN to ADN-RN program prepared you to synthesize therapeutic communication in providing culturally competent care to promote optimal health and wellness to diverse populations throughout the life span. | d. Goal met two consecutive years; Faculty will continue to emphasize the importance of survey return to graduates.  **Conclusion:** Overall Goal met  Survey will go online starting 2022. |
|  | SLO #4 Incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | a. 85% of Students will achieve at least “3” on Clinical Performance Evaluation Tool Section Ability to Use Technology final evaluation for NUR 2440C final clinical course of program.  Direct Measurement | a. Assessment completed and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Spring semester. The final course, NUR 2440C results are used to determine achievement of SLO. | a. Clinical Performance Evaluation Tool Section Professional Presentation on final evaluation for each clinical course. | **a. 2021-2022**: 100% (23 of 23) of Students achieved at least “3” for the final evaluation for NUR 2440C.  **2020-2021**: 100% (16 of 16) of Students achieved at least “3” for the final evaluation for NUR 2440C.  **2019-2020**: 100% (29 of 29) of Students achieved at least “3” for the final evaluation of the semester. | a. Goal met 3 consecutive years. Continue with current teaching/learning practices. |
|  | b. 90% of students will achieve at least 90% on NUR 2244C, MS II Unit 4 Module 1-2 Assignment grading rubric. (Teaching project using technology to present to the Class)  Direct Measurement | b. Assessment completed in Fall semester each year. | b. NUR 2244C, MS II Unit 4 Module 1-2 Assignment grading rubric. (Teaching project using technology to present to the Class) | b. **2021-2022**: 100% (19 of 19) of the students achieved at least a 90%.  **2020-2021**: 100% (24 of 24) of the students achieved at least a 90%.  **2019-2020**: 94% (15 or 16) of the Students achieved at least 90% on assignment. One achieved an 88%. | b. Goal met. |
|  | c. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Dimensions of Patient Care.  Direct Measurement | c. Assessment completed at the end of the final course, each Spring semester. | c. HESI Exit Exam administered in NUR 2440C. | c. **2021-2022**: Class average on this QSEN measure is 822 (23 students).  **2020-2021**: Class average on this QSEN measure is 776 (16 students).  **2019-2020**: Class average on this QSEN measure is 785 (30 students). | c. Goal not met but has improved over the last 3 years; Faculty examined HESI results with review of current teaching practices and modeling professionalism/ leadership. Adaptive Quizzing from Evolve utilized since 2020 with more emphasis on use over the last 3 years. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | d. 85% of graduates will report “Always” or “Often” with the ADN-RN program prepared you to incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (November to April annually) post-graduation. | d. RN Graduate Survey question #4 NFC’s RN program prepared you to incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs. Always, Often, Somewhat, Occasionally, Never | d. **2021-2022 Survey going online 2022.**  **2020-2021**  **Graduate Survey results:** 2 of 16 graduate surveys returned. 100% (2 of 2) of graduates responded with at least “always” with the ADN-RN program prepared you to incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs.  **2019-2020** | d. Goal met  Place survey online to increase return rate. Continue to monitor. |
|  | SLO #4 Incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  | **Graduate Survey results:** 6 of 29 graduate surveys returned. 100% (6 of 6) of graduates responded with at least “always” with the ADN-RN program prepared you to incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs. |  |
|  | a. 85% of students will achieve at least “3” on Clinical Performance Evaluation Tool Section Learning Habits on final evaluation for NUR 2036C, Bridge III final clinical course of program.  Direct Measurement | a. Assessment completed and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Summer semester. The final course, NUR 2036C results are used to determine achievement of SLO. | a. Clinical Performance Evaluation Tool Section Learning Habits on final evaluation for each clinical course. | a. **2021-2022**: 95% (21 of 22) of students achieved at least a “3” on the Student Clinical Performance Evaluation Tool.  **2020-2021**: 100% (16 of 16) of students achieved at least a “3” on the Student Clinical Performance Evaluation Tool.  **2019-2020**: 100% (31 of 31) of students achieved at least a “3” on the Student Clinical Performance Evaluation Tool Section Learning Habits. | a. Goal met three consecutive years; Continue with current practices. |
|  | b. 80% of students will achieve at least 80% on NUR 1007C, Bridge II Final Exam.  Direct Measurement | b. Assessment completed in Spring semester each year. | b. NUR 1007C, Bridge II Final Exam. | b. **2021-2022**: 80.9% (17 of 21) of students achieved at least 80% on Bridge II Final Exam, Class average 78%.  **2020-2021**: 54% (17 of 31) of students achieved at least 80% on Bridge II Final Exam, Class average 78%.  **2019-2020**: 63% (19 of 30) of students achieved at least 80% on Bridge II Final Exam, only 4 students scored below 75%, indicating 82% (18 of 22) achieved at least 75%. | b. Goal partially met; Trends show improvement after starting EAQs assignments. |
|  | c. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Dimensions of Patient Care.  Direct Measurement | c. Assessment completed at the end of the final course, NUR 2036C each Summer semester. | c. HESI Exit Exam administered in NUR 2036C. | c. **2021-2022**: Class average on this QSEN measure is not available.  **2020-2021**: Class average on this QSEN measure is 762 (31 students).  **2019-2020**: Class average on this QSEN measure is 880 (31 students). | c. Goal partially not met; Faculty to continue current teaching practices and modeling professionalism and leadership. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | d. 85% of graduates will report “Agree” or “Strongly Agree” with the ADN-RN program prepared you to incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (February to August annually) post-graduation. | d. RN Graduate Survey question #4 NFC’s RN program prepared you to incorporate relevant technology with knowledge of nursing skills to deliver exceptional clinical care to clients with a variety of needs. Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree | d. **2021-2022- Survey going online 2022 Results PENDING.**  **2020-2021**  **Graduate Survey results:** 9 of 31 graduate surveys returned. 100% (9 of 9) of graduates responded with at least “agree”.  **2019-2020**:  **Graduate Survey results:** 2 of 31 graduate surveys returned. 100% (2 of2) of graduates responded with at least “agree”. | d. Goal met two consecutive years; Survey will go online to assist in increasing the return rate. |
|  | SLO #5 Evaluate plan of care for patients in a variety of care settings using critical thinking skills. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | **ADN-RN General Track:**  a. 90% of Students will achieve at least 80% on NUR 2440C, Leadership, Evidence Based Practice Project Position Paper Assignment.  Direct Measurement | a. Assessment completed in Spring semester each year. | a. NUR 2440C, Leadership, Evidence Based Practice Project Position Paper Assignment. | a. **2021-2022**: 100% (23 of 23) of students achieved at least 80%. Class average 90%.  **2020-2021**: 100% (16 of 16) of students achieved at least 80%. Class average 89%.  **2019-2020**: 100% (30 of 30) of Students achieved at least 80% on assignment, Class Average 96%. | a. Goal met; Will continue with current practices. |
|  | b. Students will achieve at least 850 on HESI Exit Exam QSEN Category Research and EBP.  Direct Measurement | b. Assessment completed at the end of the final course, NUR 2440C each Spring semester. | b. Exit HESI Exam administered in NUR 2440C. | b. **2021-2022**: Class average on this QSEN measure is 832 (23 students).  **2020-2021**: Class average on this QSEN measure is 779 (16 students).  **2019-2020**: Class average on this QSEN measure is 789 (30 students). | b. Goal not met but has improved over the last 3 years; Faculty examined HESI results with review of current teaching practices and modeling professionalism/ leadership. Adaptive Quizzing from Evolve utilized since 2020 with more emphasis on use over the last 3 years. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | c. 90% of students will achieve at least 80% on NUR 2244C, Med-Surg II Concept Map Assignment Grading Rubric  Direct Measurement | c. Assessment completed in Fall semester each year. | c. NUR 2244C, Med-Surg II Concept Map Assignment. | c. **2021-2022**: 95% (18 of 19) of Students achieved at least 80% on Concept Map Assignment.  **2020-2021**: 100% (24 of 24) of Students achieved at least 80% on Concept Map Assignment.  **2019-2020**: 100% (16 of 16) of Students achieved at least 80% on Concept Map Assignment. | c. Goal met; Continue with teaching practices and assessment. Goal met three consecutive years. |
|  | d. 85% of graduates will report “Always” or “Often” with the ADN-RN program prepared you to evaluate plan of care for patients in a variety of care settings using critical thinking skills.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (November to April annually) post-graduation. | d. RN Graduate Survey question #5 NFC’s RN program prepared you to evaluate plan of care for patients in a variety of care settings using critical thinking skills. Always, Often, Somewhat, Occasionally, Never | d. **2021-2022 -Survey going online. PENDING**  **2020-2021**  **Graduate Survey results:** 2 of 16 graduate surveys returned. 100% (2 of 2) of graduates responded with at least “always” with the ADN-RN program prepared you to evaluate plan of care for patients in a variety of care settings using critical thinking skills.  **2019-2020**:  **Graduate Survey results:** 6 of 29 graduate surveys returned. 100% (6 of 6) of graduates responded with at least “always” with the ADN-RN program prepared you to evaluate plan of care for patients in a variety of care settings using critical thinking skills. | d. Goal met,  **Survey to go online in 2022 to assist in increasing return rate.** |
|  | SLO #5 Evaluate plan of care for patients in a variety of care settings using critical thinking skills. | Results are collected by faculty each semester. An annual program review meeting for analysis and program revisions is held with all full-time faculty at the completion of each cohort. |  |  |  |
|  | **LPN to ADN-RN Bridge Track:**  a. 85% of students will achieve at least “3” on Clinical Performance Evaluation Tool Section Problem Solving/Clinical Judgement on final evaluation for NUR 2036C, Bridge III final clinical course of program.  Direct Measurement | a. Assessment completed and data collected in each clinical course each semester. Data is reviewed collectively when each cohort completes the program annually each Summer semester. The final course, NUR 2036C results are used to determine achievement of SLO. | a. Clinical Performance Evaluation Tool Section Problem Solving/Clinical Judgement on final evaluation for each clinical course. | a. **2021-2022**: 100% (21 of 21) of students achieved at least a “3” on the Student Clinical Performance Evaluation Tool Section Problem Solving/Clinical Judgement.  **2020-2021**: 100% (31of 31) of students achieved at least a “3” on the Student Clinical Performance Evaluation Tool Section Problem Solving/Clinical Judgement.  **2019-2020**: 100% (31 of 31) of students achieved at least a “3” on the Student Clinical Performance Evaluation Tool Section Problem Solving/Clinical Judgement. | a. Goal met three consecutive years; Continue with current practices. |
|  | b. 90% of students will achieve at least 80% on NUR 1007C, Bridge II, Unit 4 Module 3 Respiratory case study.  Direct Measurement | b. Assessment completed in the Summer semester each year. | b. NUR 1007C, Bridge II Unit 4 Module 3 Respiratory case study. | b. **2021-2022**: 95% (20 of 21) of students achieved at least 80% on case study.  **2020-2021**: 90% (28 of 31) of students achieved at least 80% on case study.  **2019-2020**: 100% (31 of 31) of students achieved at least 80% on case study. | b. Goal met three consecutive years; Continue with current teaching practices. |
|  | c. Students will achieve at least 850 on HESI Exit Exam, QSEN Category Research and EBP.  Direct Measurement | c. Assessment completed at the end of the final course, NUR 2036C each Summer semester. | c. HESI Exit Exam administered in NUR 2036C. | c. **2021-2022**: Class average on this QSEN measure is not available.  **2020-2021**: Class average on this QSEN measure is 747 (31 students).  **2019-2020**: Class average on this QSEN measure is 888 (31 students). | c. Goal partially not met; Faculty to continue current teaching practices and modeling professionalism and leadership. COVID-19 pandemic is taken into consideration for years 2020-2021 & 2019-2020. |
|  | d. 85% of graduates will report “Agree” or “Strongly Agree” with the LPN to ADN-RN program prepared you to evaluate plan of care for patients in a variety of care settings using critical thinking skills.  Indirect Measurement | d. RN Graduate Surveys are administered to each graduate within 6 to 12 months (February to August annually) post-graduation. | d. RN Graduate Survey question #5 NFC’s RN program prepared you to evaluate plan of care for patients in a variety of care settings using critical thinking skills. Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree | d. **2021-2022-Suvey moving to online 2022  results PENDING**  **2020-21**  **Graduate Survey results**: 9 of 31 graduate surveys returned. 100% (9 of 9) of graduates responded with at least “agree”.  **2019-2020**:  **Graduate Survey results**: 2 of 31 graduate surveys returned. 100% (2 of 2) of graduates responded with at least “agree”. | d. Goal met: Survey will be placed online to increase return rate. |
| 5.2  The written systematic plan for evaluation describes the process for annual assessment of the nursing program completion rate. | a. 75% of enrolled **ADN-RN** **General Track** students will complete the ADN-RN program within 150% of program start date (3 years). Currently the ADN-RN Traditional track program starts January each year and completes in December the following year.  Revised ELA: 75% of enrolled ADN-RN General Track students will complete the program within 100% of program start date.  Direct Measurement | a. **ADN-RN Generic Track:** Annually, Summer semester | a. Reports from database. | a. **ADN-RN General Track:**  One graduating cohort per year.  Cohort Completion date of:  May 2022 -88.4% (23 of 26)  May 2021 -79% (16 of 24)  May 2020 -93.5% (29/31) | **a. ADN-RN General Track:** 2020-2022 Goal Met, continue with retention strategies. |
|  | b. 75% of enrolled **LPN to ADN-RN Bridge** students will complete the LPN to ADN-RN bridge track within 100% of program start date (1 year). Program starts one time annually, therefore the next opportunity for students to complete is with the next cohort, two years after original start date.  Direct Measurement  ELA was determined based on ACEN benchmark retention rates and historical ADN-RN completion rates.  Demographics: Determined ELA with consideration of high percentage of first generation college students, low economic status, and rural service district. | b. **LPN to ADN-RN Bridge Track:** Annually, at completion of Summer semester. | b. Reports from database. | b. **LPN to ADN-RN Bridge Track:**  One graduating cohort per year.  Cohort Completion date of:  August 2022 -87.5%  (21 of 24)  August 2021 -100% (30 of 30)  August 2019 =95.8%  (23 of 24)  **Overall ADN-RN Program** based on academic year rates  2022=88%  2021=94.6%  2020=94.5%  Our college is in a rural area, with high percentages of first generation college students, from a low economic status and rural service district. | b**. LPN to ADN-RN Bridge Track:** Goal Met three consecutive years.  Continue retention strategies. |
| **Overall Goal Met:** Will continue with retention strategies and collaborating with Academic Success Center to improve completion rates. | | | | | |
| 5.3  The written systematic plan for evaluation describes the process for annual assessment of the licensure and/or certification examination pass rate (when required for practice). | a. 85% of **ADN-RN General Track** graduates will pass the NCLEX-RN on first-attempt each annual year, all first-time test-takers during same 12-month period.  Direct Measurement | a. Assessed annually in December. NFC has one cohort of **ADN-RN General Track** students each year. Cohort completes in May of each year. | Florida Board of Nursing Annual NCLEX-RN Report | a. **ADN-RN General Track:**  One graduating cohort per year. Cohort graduation date of:  May 2022-82.6% 19/23  May 2021-81.3% 13/16  May 2020-83% 25/30%  Second Attempts included-  May 2022- 22/23= 95.6%  May 2021-16/16=100%  May 2020-28/30= 93.3%  May 2019-25/26=95% | a. **2020-2022** Goal met, no major changes in curriculum; instructors assess individual summary exam reports to determine possible curriculum revisions. |
|  | b. 85% of **LPN to ADN-RN** **Bridge Track** graduates will pass the NCLEX-RN on first-attempt each annual year, all first-time test-takers during same 12-month period.  Direct Measurement  This goal is consistent with National pass rate average and is higher than FL state average. | b. Assessed annually in December. NFC has one cohort of **LPN to ADN-RN Bridge Track** students each year. Cohort completes in | Florida Board of Nursing Annual NCLEX-RN Report | b. **LPN to ADN-RN Bridge Track:**  One graduating cohort per year.  Cohort graduation date of:  Aug 2022 -Pending  Aug 2021 -74.2% 23/31  Aug 2020 -93.5% 29/31  Aug 2019 -81.8%  Second Attempts included-  2021-26/31= 83.8%  2020-31/31= 100%  2019-21/22=95.4%  **Overall ADN-RN Program:**  **2022= Pending**  2021=78.2%  2020=88.5%  2019=89.5%  **Overall ADN-RN Program including second attempt:**  **2022= Pending**  2021=89.4%  2020=96.7%  2019=95.8% | b. **2019-2022**: Goal met  Continue to use adaptive quizzing, simulations, and HESI remediation. |
| 5.4  The written systematic plan for evaluation describes the process for annual assessment of the job placement rate. |  | Annually: Each graduate is surveyed within 6 months of graduation to determine if employed. |  |  |  |
|  | a. 90% of **ADN-RN General Track** graduates will be employed within 6 months post-graduation.  Direct Measurement  Demographics:  Determined ELA with consideration of labor market demand stats and rural service district with low economic status. | a. **ADN-RN General Track:** Graduates surveyed between May and October annually. Cohorts completes May annually. | a. Results from student surveys are entered into database. Reports are run at time of program review. | a. **ADN-RN General Track**  One graduating cohort per year.  Cohort Completion date of:  May 2022 -95.8% (22 of 23)  May 2021 -100% (16 of 16)  May 2020 -100% (29 of 29) | a.Goal partially met  Continue with annual assessment. Continue to host semiannual career fairs in conjunction with industry advisory meetings.  Collect contact information from graduates on last day of class for job placement surveys. Follow-up with graduates within 6 months post-graduation to determine employment. |
|  | b. 90% of **LPN to ADN-RN** **Bridge** graduates will be employed within 6 months post-graduation.  Direct Measurement | b. **LPN to ADN-RN Bridge Track:** Graduates surveyed between August and January annually. Cohorts completes August annually. | b. Results from student surveys are entered into database. Reports are run at time of program review. | b. **LPN to ADN-RN Bridge Track**  One graduating cohort per year.  Cohort Completion date of:  Aug 2022 -83.3% (20 of 24)  Aug 2021 -100% (31 of 31)  Aug 2020 -100%  (31 of 31) | b. Goal partially met  Continue with annual assessment. Continue to host semiannual career fairs in conjunction with industry advisory meetings.  Collect contact information from graduates on last day of class for job placement surveys. Follow-up with graduates within 6 months post-graduation to determine employment. |
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