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| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Expected Level of Achievement** | **2014-2015** | **2015-2016** | **2016-2017** | **2017-2018** | **2018-2019** | **2019-2020** |
| **Program Completion**  *(Reported every spring for the cohort scheduled upon admission to graduate that spring)* | 85% of first semester students entering the program (fall) will graduate within 4 semesters (spring semester two years later);  > 75% of advanced placement students will graduate within 1-2 semesters according to their initial placement | 25/34 (73.5%)  Advanced placement (LVN to RN) only:  1/2 (50%) | 30/33 (90.9%)  Advanced placement (LVN to RN) only:  1/1 (100%) | 30/33 (90.9%)  Advanced placement (LVN to RN) only:  N/A (no LVNs admitted due to space limitation) | 32/34 (94%)  Advanced placement (LVN to RN) only:  2/2 (100%) | 32/34 (94%)  Advanced placement (LVN to RN) only:  2/2 (100%) | 30/33 (91%)  Advanced placement (LVN to RN) only:  1/1 (100%) |
|  | **Expected Level of Achievement** | **2014-2015** | **2015-2016** | **2016-2017** | **2017-2018** | **2018-2019** | **2019-2020** |
| **First time NCLEX-RN pass rate**  *(Source: Mountain Measurement NCLEX Program Reports)* | *> 80% of students who take the NCLEX-RN exam will pass on the first attempt.*  *If national pass rate <80%, rate will be at or above national rate.* | **Cohort=**25/25  (100%)  **BRN report** of all testers  July-June= 93.33%)  (State: 84%)  (National: 82%) | **Cohort=** 28/30 (93%)  **BRN report** of all testers  July-June= 100%  (State: 77%)  (National: 86%) | **Cohort=** 30/30 (100%)  **BRN report** of all testers  July-June= 93.33%  (State: 91%)  (National: 85%) | **Cohort=** 32/32 (100%)  **BRN report** of all testers  July-June= 100%  (State: 92%)  (National: 86%) | **Cohort=** 31/31 (100%)  *Note that one student was already an RN in the Mariana Islands; did not take NCLEX*  (State: 92%)  (National: 88%) | *Data not yet available* |

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|  | **Expected Level of Achievement** | **2014-2015** | **2015-2016** | **2016-2017** | **2017-2018** | **2018-2019** | **2019-2020** |
| **Job placement rate**  *(reported by cohort at 9-12 months after graduation the previous year as listed)* | The percentage of graduates who seek employment are working in a nursing related job within 6-12 months following graduation will be **at or above the most current CINHC survey data** (CA Institute for Nursing and Health Care), now known as *Health Impact* [*https://healthimpact.org/*](https://healthimpact.org/) | 24/25 as of April March 2016 = 96%  (above *Health Impact* data= 74.2% within 12 months of licensure) | 25/30 as of April 2017= 83% response  100% of respondents are employed  (slightly below *Health Impact* data= 84.7% within 12 months of licensure) | 29/30 as of April 2018=97% response rate  100% of respondents are employed  (above *Health Impact* data= 81.1% within 12 months of licensure) | 28/32 as of April 2019=88% response rate  100% of respondents are employed  (above *Health Impact* data= 79.5% within 12 months of licensure) | 28/32 as of April 2020 = 88% response rate  96% of respondents are employed  *(*above *Health Impact* data= 84.5% within 12 months of licensure) | *Data not yet available* |

End-of- **Nursing Program Student Learning Outcomes**  (implemented 2017)

At the end of the program of study at MCCSN, graduates will be able to:

***NOTE:*** *End-of-Program Student Learning Outcomes are under revision to be effective for cohort entering fall 2019*

| **End of Program Outcome /**  **Expected Level of Achievement (ELA)** | **Cohort 2015-2017** | **Cohort 2016-2018** | **Cohort 2017-2019** | **Cohort 2018-2020** |
| --- | --- | --- | --- | --- |
| **1. collaborate as team members in providing safe and effective health care to individuals in acute, long term and community-based settings.**  Assessments (ELA):   * 90% of preceptors surveyed in NURS 52D agree or strongly agree that their designated student was well prepared for preceptorship * 100% of NURS 52D students achieve a grade of “Satisfactory”  in performance criterion #2 on the preceptorship evaluation tool (teamwork and collaboration) | 100%  (n=18/18 surveys returned-🡪 with 60% response rate )  *ELA achieved*  100% (n=30/30)  *ELA achieved* | 100% (n=22/22 surveys returned🡪 with 69% response rate) *ELA achieved*  100% (n=32/32)   *ELA achieved* | 100% (n=28/28 surveys returned🡪 with 70% response rate) *ELA achieved*  100% (n=32/32)   *ELA achieved* | *Due to the COVID pandemic, the preceptorship component of NURS 52D was deleted and traditional clinical rotations were substituted.*  Adjusted Assessments (ELA):  An average score of > 850 on specific QSEN areas of teamwork and collaboration items on HESI RN Exit:  **Member of a Team; Scope of Practice.**  Average scores: 913;942 respectively *ELA achieved* |
| **2a. coordinate the activities of the interdisciplinary health care team.**     Assessments (ELA):   * 90% of students will achieve a grade of “S” (satisfactory) on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills) * 100% of Students pass the theory and clinical components of NURS 52D (leadership focus) * > 85% of the admitted cohort completes the program (is retained). | 100% (30/30) of students achieved a grade of “S” on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills)  100% (n=30/30)  *ELA achieved*  91%  (n=30/33)   *ELA achieved* | 100% (32/32) of students achieved a grade of “S” on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills)  100% (n=32/32)  *ELA achieved*  94% (n=32/34)   *ELA achieved* | 100% (32/32) of students achieved a grade of “S” on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills)  100% (n=32/32)  *ELA achieved*  94% (n=32/34)   *ELA achieved* | *Due to the COVID pandemic, the preceptorship component of NURS 52D was deleted and traditional clinical rotations were substituted.*  Adjusted Assessments (ELA):  An average score of > 850 on specific QSEN areas of teamwork and collaboration items on HESI RN Exit: **Communications; Systems/Team Functions/Collaboration and Managing Care**  Average scores: 934;889; 891 respectively *ELA achieved*  91% program completion rate *ELA achieved* |
| **2b 2b. advocate on behalf of patients through patient and family teaching**.       Assessments (ELA):   * 100% of NURS 52D students achieve a grade of “Satisfactory”  in performance criterion #9 on the preceptorship evaluation          tool (pa (patient teaching). | 100% (n=30/30)  *ELA achieved* | 100% (n=32/32)   *ELA achieved* | 100% (n=32/32)   *ELA achieved* | *Due to the COVID pandemic,*  *the preceptorship component*  *of NURS 52D was deleted and traditional clinical rotations were substituted.*  Adjusted Assessments (ELA):  An average score of > 850 on specific areas of “Nursing Concepts” on HESI RN Exit: **Advocacy/Ethics; Patient Education**  Average scores: 789; 945 respectively *ELA partially achieved* |
| **2 2c. direct evidence-based and patient-centered nursing care.**        Assessments (ELA):   * An average score of > 850 on all areas related to client needs on the HESI RN Exit exam * An average score of > 850 on QSEN category for Evidence Based Practice (includes Quality Management) | All 8 areas of client needs scored at or above 850 on HESI RN Exit exam April 2017, range 852-1010, mean overall score= 924)  *ELA achieved*  EBP/QI Average scores =942 *ELA achieved* | All 8 areas of client needs scored at or above 850 on HESI RN Exit exam April 2018, range 886-1085, mean overall score= 990)   *ELA achieved*  EBP/QI Average scores = 996 and 1034 respectively *ELA achieved* | All 8 areas of client needs scored at or above 850 on HESI RN Exit exam April 2019, range 859-981, mean overall score= 943)   *ELA achieved*  EBP/QI Average scores = 971 and 982 respectively *ELA achieved* | **All but one** of the 8 areas of client needs scored at or above 850 on HESI RN Exit exam May 2020; range 838-1023; mean overall score= 942). Safety and Infection Control scored 838  *ELA partially achieved*  EBP/QI Average scores = 934 and 958 respectively *ELA achieved* |
| **3. contribute to the profession as responsible members within the discipline of nursing***.*  Assessments (ELA):   * 100% of graduates complete assignment “formulate a plan for lifelong learning and professional development.” * 100% of graduates participate in a mock interview, including the question "what is your five year career plan?" * > 50% of  graduates indicate on program exit survey that they intend to complete their BSN within 5 years | 100% of graduates completed required career goal assessment *ELA achieved*  *(not implemented)*  87% indicated on program exit survey an intent to complete BSN within 5 years.  *ELA achieved* | 100% of graduates completed assignment “formulate a plan for lifelong learning and professional development.” *ELA achieved*  100% of graduates participated in a mock interview, including the question "what is your five year career plan?" *ELA achieved*  75.9 % of graduates indicated on program exit an intent to complete BSN within 5 years   *ELA achieved* | 100% of graduates completed assignment “formulate a plan for lifelong learning and professional development.” *ELA achieved*  100% of graduates participated in a mock interview, including the question "what is your five year career plan?" *ELA achieved*  96.2 % of graduates indicated on program exit an intent to complete BSN within 5 years   *ELA achieved* | 100% of graduates completed assignment “formulate a plan for lifelong learning and professional development.” *ELA achieved*  100% of graduates participated in a mock interview, including the question "what is your five year career plan?" *ELA achieved*  92.9 % of graduates indicated on program exit an intent to complete BSN within 5 years  *ELA achieved* |
| **Other:** >25% of the graduates will be enrolled in an RN-to-BSN (or other higher nursing degree) program within one year of graduation | -- | -- | Graduate Satisfaction Survey Class of 2019 indicates that 33% of respondents are enrolled either part time or full time in a BSN program *ELA achieved* | *Data not yet available* |