|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Expected Level of Achievement** | **2015-2016** | **2016-2017** | **2017-2018** | **2018-2019** | **2019-2020** | **2020-2021** |
| **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 | 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%) | 30/32 (94%)  Advanced placement (LVN to RN) only:  N/A (no LVNs admitted) |
|  | **Expected Level of Achievement** | **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=** 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%) | **Cohort=** 28/30 (93%)  (State: 90%)  (National: 85%) | *Data not available yet* |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Expected Level of Achievement** | **2015-2016** | **2016-2017** | **2017-2018** | **2018-2019** | **2019-2020** | **2020-2021** |
| **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/) | 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) | 25/28 as of April 2021 = 89% response rate  89% of respondents are employed  *(*above *Health Impact* data= 84.6% within 12 months of licensure) the 2019 Health Impact Annual Report is the most recent as of April 2021 | *Data not available yet* |

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

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

| **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* |

***NOTE:*** *End-of-Program Student Learning Outcomes effective for cohort entering fall 2019 (Class of 2021)*

| **End-of-Program Student Learning Outcomes** | **Expected Level of Achievement** | **Cohort 2019-2021** | **Cohort 2020-2022** | **Cohort 2021-2023** |
| --- | --- | --- | --- | --- |
| 1. **Safe and effective**   **nursing care**  (provide safe and effective nursing care to patients in a variety of clinical settings). | Class average score **> 850** on client need category for Safe/Effective Care on the HESI RN exit exam  *Rationales:*   * *Recommended score by Elsevier that predicts NCLEX success for 95% of passers* * *Literature support for low-stakes standardized testing (Quinn, Smolinski, Peters, 2018: Elsevier White Paper Scientific, Evidence for HESI, 2018)* * *ATI results over-predicted MCCSN pass rates between 2009 and 2013* | *ELA achieved*  Class average score of **920** on “Safe and Effective Environment of Care” |  |  |
| **2. Coordination of**  **healthcare team**  (coordinate activities as a  leader within the interdisciplinary healthcare  team to advocate for  patients and communities). | 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)  *Rationale: Performance- based criterion directly measures this outcome* | *ELA achieved*  30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills) |  |  |
| 1. **Patient-centered intervention**   (integrate concepts of growth and development to enhance  patient-centered care for diverse and dynamic patient  populations). | 90% of students will achieve a grade of “S” (satisfactory) on performance criterion #1a on the Preceptorship Evaluation Tool (patient-centered care with respect for diverse human experience)  *Rationale: Performance- based criterion directly measures this outcome* | *ELA achieved*  30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #1a on the Preceptorship Evaluation Tool (patient-centered care with respect for diverse human experience) |  |  |
| 1. **Evidence based plan of care**   (formulate the plan of care to incorporate evidence-based practice). | Class average score of **> 850** on all areas related to client needs on the HESI RN Exit exam  Class average score of **> 850** on QSEN category for EBP (includes QI) on the HESI RN exit exam  *Rationale: Literature support for low-stakes standardized testing (See Outcome #1)* | *ELA partially achieved:*  Class overall HESI average score = 889.  7/10 client need areas with average score >850.  Areas with average score <850:   * Health Promotion and Maintenance (836) * Basic Care and Comfort (768) * Reduction of Riks Potential (839)   Class average score of **890** on QSEN category for *EBP* and **926** for *QI* |  |  |
| 1. **Communication, knowledge management, decision-making, error prevention**   (utilize technology to  effectively communicate, manage knowledge, prevent errors and support decision  making). | Communication: 90% of students will achieve a grade of “S” (satisfactory) on performance criterion #2a on the Preceptorship Evaluation Tool (communication) and performance criterion #7 (documentation)  *Rationale: Performance- based criterion directly measures this outcome*  Manage knowledge: Average score of **> 850** on AACN curriculum category for *Information Management/Patient Care technology* on HESI RN exit exam  *Rationale: Literature support for low-stakes standardized testing (See Outcome #1)*  Decision making and error prevention: 90% of students will achieve a grade of “S” (satisfactory) on performance criterion #4 on the Preceptorship Evaluation Tool (strategies for decision-making and reduction of risk)  *Rationale: Performance- based criterion directly measures this outcome* | *ELA partially achieved*  30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #2a on the Preceptorship Evaluation Tool (communication) and performance criterion #7 (documentation)  Average score of **847** on AACN curriculum category for *Information Management/Patient Care technology*  30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #5 on the Preceptorship Evaluation Tool (risk reduction) |  |  |

**SEP TABLE: Program Outcomes**

| **Required Program Outcomes** | **Expected Level of Achievement** | **Cohort 2019-2021** | **Cohort 2020-2022** | **Cohort 2021-2023** |
| --- | --- | --- | --- | --- |
| **Performance on NCLEX**  **Generic**= Students who entered in the first semester  **AP**= Advanced Placement Students (LVNs) who entered in the second or third semester | > 80% for all first-time test-takers, or > state average (whichever is higher).  *Rationale: ACEN requires at least 80%; BRN sanctions at less than 75% for two consecutive years; MCCSN strives to meet/exceed national standards* | Data not yet available |  |  |
| **Program Completion**  **Generic**= Students who entered in the first semester  **AP**= Advanced Placement Students (LVNs) who entered in the second or third semester | > 85% of generic students admitted to the MCCSN will complete the nursing program within 4 semesters of full time study  > 75% of advanced placement students admitted to the MCCSN will complete the nursing program within 2-3 semesters of full time study (i.e. on time with their cohort, depending on initial placement)  *Rationale: The MCCSN Steering Committee found (June 2013) that each seat in the nursing program costs at least $27,000 per year in actual expense (annual budget divided by # of students). The industry partner desires high completion rates to justify investment. Advanced placement student numbers are low, making the 85% ELA unreasonable. 75% is more attainable*. | 30/32 = 94%  N/A (No Advanced Placement students were admitted) |  |  |
| **Job Placement**  **(Include results of Employer Satisfaction Survey)** | * The percentage of graduates working in an RN position within 6-12 months following graduation will be at or above the most current Health Impact state survey employment data   *Rationale*: *Job placement depends on a number of variables that are not always reflective of graduate preparation (e.g. economic conditions that influence job openings, specialty needs versus entry level needs, availability of new grad and residency programs, etc). MCCSN strives to meet or exceed state averages for new grad employment. New graduate surveys of 50% of the state’s nursing graduates are available annually in California through Health Impact.*   * Goal for employer satisfaction is mean score of 4 out of 5 (Strongly Disagree to Strongly Agree) on Likert scale for all criteria, with special attention to “functions competently as a new graduate RN” Criteria:   1. utilize the nursing process to effectively contribute to the multidisciplinary plan of care   2. demonstrate effective clinical judgement   3. collaborate effectively as a health care team member   4. provide safe patient-centered care   5. provide health teaching to patients   6. document patient care effectively   7. utilize evidence based best practices and patient/family preferences to deliver optimal care   8. use information technology to support decision making   9. comprehensively communicate hand-off reports for patient care   10. assume responsibility for own professional development   11. incorporate knowledge of diversity when caring for patients   12. advocate on behalf of patients   13. demonstrate ethical-legal practice   14. use data to monitor the outcomes of care and the safety healthcare system.   15. Function competently as new graduate nurse   *Rationale: Employer feedback is essential to the robust evaluation of outcomes and helps to inform curriculum change. The statements above break down “End-of-Program Learning Outcomes” into “bite-sized” pieces in language that most employers would speak, yet still reflect the essentials of QSEN competencies and MCCSN program philosophy.* | Data not yet available |  |  |
| Other outcomes/goals: Continuing education | 25% of the graduates will be enrolled in an RN-to-BSN (or other higher nursing degree) program within one year of graduation  *Rationale: Achievable goal to enhance the IOM (NAM) initiative to increase the number of BSN graduates. Consider raising this goal after Academic Progression component of the curriculum has been in place for 3 years (i.e. after Spring 2020).* | Data not yet available |  |  |