

Institutional Effectiveness Report Template

Name of Program:	Department of Nursing - MSN Nurse Educator
Year:	2018-2019
Name of Preparer:	Dr. Karen Gittings

Executive Summary of Report (one-page maximum)

- This report includes the mission of the Department of Nursing, which is in alignment with the School of Health Sciences and Francis Marion University. The graduate nursing program has eight end-of-program student learning outcomes (EOPSLOs). These EOPSLOs are derived from the American Association of Colleges of Nursing (AACN) *Essentials of Master's Education in Nursing*.

Direct assessment methods were identified for each of the eight student learning outcomes. Several of the assessment methods were changed from the previous academic year to better align with the systematic plan of evaluation (SPE) for the graduate (Master's) nursing program. For written assignments, a consistently high expected level of achievement was used: 90% of students will achieve an 77% or higher on the assignment. A variety of assignments were utilized to evaluate student achievement including papers, presentations, discussion boards, and clinical evaluations. All tools are appropriate to online learning.

All assessment methods were evaluated during the 2018-2019 school year. All baselines and benchmarks were achieved for all criteria with the exception of one criterion (EOPSLO 7). It is possible that the benchmark was set too high for this particular criterion, so a change was made for the next academic year. Future results will be monitored closely. The target was achieved for each end-of-program student learning outcome. Following curricular changes, the assessment methods will be re-evaluated next academic year to determine the best measures for the end-of-program student learning outcomes.

Program Mission Statement

- The Mission of the Department of Nursing is “The Francis Marion University Nursing Program prepares graduates to function competently as caring professional nurses in a variety of healthcare settings. The program endeavors to instill in students the value of lifelong learning.”

Program Outcomes – MSN Nurse Educator

(Per Accreditation Commission for Education in Nursing [ACEN] Criteria)

- Program Completion
- Job Placement

Student Learning Outcomes (SLOs) – MSN Nurse Educator

(Derived from AACN's *The Essentials of Master's Education in Nursing*)

1. Demonstrate leadership and integrity in an advanced practice role that effects and changes educational systems to promote learner-centered knowledge thereby enhancing human flourishing.
2. Appraise current interdisciplinary evidence to identify gaps in nursing education knowledge and formulate research questions based on the tenets of evidence-based teaching practice.
3. Develop interdisciplinary teamwork and collaboration in the advanced practice nurse educator role in order to promote positive change in people, educational systems, and excellence in the nursing profession.
4. Use informatics to analyze educational disparities, and knowledge; formulate research questions for educational quality improvement.
5. Apply advanced concepts in science and educational knowledge to implement evidence-based teaching practice.
6. Employ knowledge in health policy and financing of health care in order to educate learners about healthcare access and availability to promote human flourishing.
7. Engage in ethical decision-making and utilization of theoretical knowledge in order to provide educational concepts related to cost- effective care.
8. Value cultural and ethnic diversity and caring in order to provide holistic learning to promote patient-centered care.

Assessment Methods

1. Demonstrate leadership and integrity in an advanced practice role that effects and changes educational systems to promote learner-centered knowledge thereby enhancing human flourishing.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Academic Practicum Evaluation Tool (APRN 708)	Direct	New assessment method	100% of students in the APRN 708 course will meet the target Rationale: All students are expected to achieve the SLOs upon program completion; students are evaluated on achievement of the SLOs through this assessment method	100% of students will achieve a minimum grade of 3/5 on the Academic Practicum Evaluation Tool (APRN 708)
Clinical Practicum Evaluation Tool (APRN 709)	Direct	New assessment method	100% of students in the APRN 709 course will meet the target	100% of students will achieve a minimum grade of 3/5 on the Clinical Practicum

			<p>Rationale: All students are expected to achieve the SLOs upon program completion; students are evaluated on achievement of the SLOs through this assessment method</p>	Evaluation Tool (APRN 709)
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2. Appraise current interdisciplinary evidence to identify gaps in nursing education knowledge and formulate research questions based on the tenets of evidence-based teaching practice.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Advanced Research and Evidence-based Practice Scholarly Paper (APRN 503)	Direct	New assessment method	<p>95% of students in the APRN 503 course will meet the target</p> <p>Rationale: Graduate students are generally high achievers and are very capable of reaching the target</p>	90% of students will achieve a 77% or higher grading score on the Research Scholarly Paper (APRN 503) based on the grading rubric
Teaching Strategy Paper (APRN 604)	Direct	100% of students met the target	<p>100% of students in the APRN 604 course will meet the target</p> <p>Rationale: Students have met this benchmark previously so expectations remain high</p>	90% of students will achieve a 77% or higher grading score on the Teaching Strategy Paper (APRN 604) based on the grading rubric

3. Develop interdisciplinary teamwork and collaboration in the advanced practice nurse educator role in order to promote positive change in people, educational systems, and excellence in the nursing profession.

Assessment	Type of	Baseline	Benchmark	Target
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Method	Assessment			
Academic Practicum Evaluation Tool (APRN 708)	Direct	100% of students met the target	100% of students in the APRN 708 course will meet the target Rationale: Students have met this benchmark previously so expectations remain high	100% of students will achieve a minimum grade of 3/5 on the Academic Practicum Evaluation Tool (APRN 708)
Clinical Practicum Evaluation Tool (APRN 709)	Direct	New assessment method	100% of students in the APRN 709 course will meet the target Rationale: All students are expected to achieve the SLOs upon program completion; students are evaluated on achievement of the SLOs through this assessment method	100% of students will achieve a minimum grade of 3/5 on the Clinical Practicum Evaluation Tool (APRN 709)

4. Use informatics to analyze educational disparities, and knowledge; formulate research questions for educational quality improvement.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Academic Practicum Evaluation Tool (APRN 708)	Direct	New assessment method	100% of students in the APRN 708 course will meet the target Rationale: All students are expected to achieve the SLOs upon program completion; students are evaluated on	100% of students will achieve a minimum grade of 3/5 on the Academic Practicum Evaluation Tool (APRN 708)

			achievement of the SLOs through this assessment method	
Clinical Practicum Evaluation Tool (APRN 709)	Direct	New assessment method	100% of students in the APRN 709 course will meet the target Rationale: All students are expected to achieve the SLOs upon program completion; students are evaluated on achievement of the SLOs through this assessment method	100% of students will achieve a minimum grade of 3/5 on the Clinical Practicum Evaluation Tool (APRN 709)

5. Apply advanced concepts in science and educational knowledge to implement evidence-based teaching practice.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Disease Process Voice-Over PowerPoint (APRN 606)	Direct	New assessment method	90% of students in the APRN 606 course will meet the target Rationale: APRN 606 is a very challenging course so 90% was set as the initial benchmark	90% of students will achieve a 77% or higher grading score on the Disease Process Voice-Over PowerPoint (APRN 606) based on the grading rubric
Academic Practicum Evaluation Tool (APRN 708)	Direct	New assessment method	100% of students in the APRN 708 course will meet the target Rationale: All students are expected to achieve the SLOs upon program completion;	100% of students will achieve a minimum grade of 3/5 on the Academic Practicum Evaluation Tool (APRN 708)

			students are evaluated on achievement of the SLOs through this assessment method	
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6. Employ knowledge in health policy and financing of health care in order to educate learners about healthcare access and availability to promote human flourishing.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Healthcare Around the Globe PowerPoint (APRN 504)	Direct	New assessment method	95% of students in the APRN 504 course will meet the target Rationale: Graduate students are generally high achievers and are very capable of reaching the target	90% of students will achieve a 77% or higher grading score on the Healthcare Around the Globe PowerPoint (APRN 504) based on the grading rubric
Clinical Practicum Evaluation Tool (APRN 709)	Direct	New assessment method	100% of students in the APRN 709 course will meet the target Rationale: All students are expected to achieve the SLOs upon program completion; students are evaluated on achievement of the SLOs through this assessment method	100% of students will achieve a minimum grade of 3/5 on the Clinical Practicum Evaluation Tool (APRN 709)

7. Engage in ethical decision-making and utilization of theoretical knowledge in order to provide educational concepts related to cost- effective care.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Ethical Issue Paper	Direct	New assessment	95% of students in the APRN 501	90% of students will achieve a 77% or

(APRN 501)		method	course will meet the target Rationale: Graduate students are generally high achievers and are very capable of reaching the target	higher grading score on the Ethical Issue Paper (APRN 501) based on the grading rubric
Clinical Practicum Evaluation Tool (APRN 709)	Direct	New assessment method	100% of students in the APRN 709 course will meet the target Rationale: All students are expected to achieve the SLOs upon program completion; students are evaluated on achievement of the SLOs through this assessment method	100% of students will achieve a minimum grade of 3/5 on the Clinical Practicum Evaluation Tool (APRN 709)

8. Value cultural and ethnic diversity and caring in order to provide holistic learning to promote patient-centered care.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Discussion Board: Attributes of Learners (APRN 604)	Direct	100% of students met the target	100% of students in the APRN 604 course will meet the target Rationale: Students have met this benchmark previously so expectations remain high	90% of students will achieve a 77% or higher grading score on the Discussion Board: Attributes of Learners (APRN 604) based on the grading rubric
Disease Process Voice-Over PowerPoint (APRN 606)	Direct	New assessment method	90% of students in the APRN 606 course will meet the target	90% of students will achieve a 77% or higher grading score on the Disease Process

			Rationale: APRN 606 is a very challenging course so 90% was set as the initial benchmark	Voice-Over PowerPoint (APRN 606) based on the grading rubric
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Assessment Results

1. Demonstrate leadership and integrity in an advanced practice role that effects and changes educational systems to promote learner-centered knowledge thereby enhancing human flourishing.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Academic Practicum Evaluation Tool (APRN 708)	Spring 2019 1/1 (100%)	9	New assessment method	Met ✓	Met ✓
Clinical Practicum Evaluation Tool (APRN 709)	Fall 2018 3/3 (100%)	11	New assessment method	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for next academic year. Both benchmark and target met for both assessment methods. Although all students in the courses were assessed, overall student numbers were low, limiting results.

2. Appraise current interdisciplinary evidence to identify gaps in nursing education knowledge and formulate research questions based on the tenets of evidence-based teaching practice.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Advanced Research and Evidence-based Practice Scholarly Paper (APRN 503)	Summer 2018 0 NE students enrolled	13	New assessment method	NA	NA

Teaching Strategy Paper (APRN 604)	Spring 2019 1/1 (100%)	9	Met ✓	Met ✓	Met ✓
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Discussion: Since no students were enrolled in APRN 503 this academic year, this assessment method cannot be evaluated and no baseline set. Both benchmark and target met for the Teaching Strategy Paper assessment method. Although all students in the courses were assessed, overall student numbers were low, limiting results.

3. Develop interdisciplinary teamwork and collaboration in the advanced practice nurse educator role in order to promote positive change in people, educational systems, and excellence in the nursing profession.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Academic Practicum Evaluation Tool (APRN 708)	Spring 2019 1/1 (100%)	9	Met ✓	Met ✓	Met ✓
Clinical Practicum Evaluation Tool (APRN 709)	Fall 2018 3/3 (100%)	11	New assessment method	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for APRN 709 Clinical Practicum Evaluation Tool for next academic year. Both benchmark and target met for both assessment methods. Although all students in the courses were assessed, overall student numbers were low, limiting results.

4. Use informatics to analyze educational disparities, and knowledge; formulate research questions for educational quality improvement.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Academic Practicum Evaluation Tool (APRN 708)	Spring 2019 1/1 (100%)	9	New assessment method	Met ✓	Met ✓

Clinical Practicum Evaluation Tool (APRN 709)	Fall 2018 3/3 (100%)	11	New assessment method	Met ✓	Met ✓
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Discussion: New baseline of 100% achievement set for next academic year. Both benchmark and target met for both assessment methods. Although all students in the courses were assessed, overall student numbers were low, limiting results.

5. Apply advanced concepts in science and educational knowledge to implement evidence-based teaching practice.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Disease Process Voice-Over PowerPoint (APRN 606)	Fall 2018 6/6 (100%)	11	New assessment method	Met ✓	Met ✓
Academic Practicum Evaluation Tool (APRN 708)	Spring 2019 1/1 (100%)	9	New assessment method	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for next academic year. Both benchmark and target met for both assessment methods. Although all students in the courses were assessed, overall student numbers were low, limiting results.

6. Employ knowledge in health policy and financing of health care in order to educate learners about healthcare access and availability to promote human flourishing.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Healthcare Around the Globe PowerPoint (APRN 504)	Fall 2018 2/2 (100%)	11	New assessment method	Met ✓	Met ✓
Clinical Practicum Evaluation Tool	Fall 2018 3/3	11	New assessment method	Met ✓	Met ✓

(APRN 709)	(100%)				
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Discussion: New baseline of 100% achievement set for next academic year. Both benchmark and target met for both assessment methods. Although all students in the courses were assessed, overall student numbers were low, limiting results.

7. Engage in ethical decision-making and utilization of theoretical knowledge in order to provide educational concepts related to cost- effective care.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Ethical Issue Paper (APRN 501)	Spring 2019 6/6 (100%)	9	New assessment method	NOT MET - Only 4/6 (67%) of the students met the benchmark of 95%	NOT MET - Only 4/6 (67%) of the students met the benchmark of 90%
Clinical Practicum Evaluation Tool (APRN 709)	Fall 2018 3/3 (100%)	11	New assessment method	Met ✓	Met ✓

Discussion: The benchmark and target for the first criterion (Ethical Issue Paper) were not met. The benchmark and target were met for the second criterion, so the SLO was met overall for the academic reporting year. Since the actual students differ between the two criteria/courses, it cannot be determined that all students met the EOPSLO #7. Since the course (APRN 501), in which two students were unsuccessful with the criterion, occurs early in the curriculum, these students can still achieve the EOPSLO through the second course, APRN 709.

8. Value cultural and ethnic diversity and caring in order to provide holistic learning to promote patient-centered care.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Discussion Board: Attributes of Learners (APRN 604)	Spring 2019 1/1 (100%)	9	Met ✓	Met ✓	Met ✓
Disease Process Voice-Over	Fall 2018	11	New assessment method	Met ✓	Met ✓

PowerPoint (APRN 606)	6/6 (100%)				
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Discussion: New baseline of 100% achievement set for APRN 606 Disease Process Voice-Over PowerPoint for next academic year. Both benchmark and target met for both assessment methods. Although all students in the courses were assessed, overall student numbers were low, limiting results.

Action Items

1. SLO 1
 - a. Both methods of assessment were updated for 2018-2019.
 - b. Plan to re-evaluate these same methods of assessment for 2019-2020.
2. SLO 2
 - a. One method of assessment was updated for 2018-2019.
 - b. Plan to re-evaluate this same method of assessment for 2019-2020.
3. SLO 3
 - a. One method of assessment was updated for 2018-2019.
 - b. Plan to re-evaluate this same method of assessment for 2019-2020.
4. SLO 4
 - a. Both methods of assessment were updated for 2018-2019.
 - b. Plan to re-evaluate these same methods of assessment for 2019-2020.
5. SLO 5
 - a. Both methods of assessment were updated for 2018-2019.
 - b. Plan to re-evaluate these same methods of assessment for 2019-2020.
6. SLO 6
 - a. Both methods of assessment were updated for 2018-2019.
 - b. Plan to re-evaluate these same methods of assessment for 2019-2020.
7. SLO 7
 - a. Both methods of assessment were updated for 2018-2019.
 - b. Plan to re-evaluate these same methods of assessment for 2019-2020.
 - c. Since the benchmark and target were not met with the new method of assessment (Ethical Issue Paper), it is possible they were set too high. For the next academic year, the benchmark will be lowered to 90%, but the target will remain at 90% to keep expectations high for the graduate students.
8. SLO 8
 - a. One method of assessment was updated for 2018-2019.
 - b. Plan to re-evaluate this same method of assessment for 2019-2020.

Summary of Action:

As part of the upcoming accreditation site visit for nursing, faculty who teach in the MSN Nurse Educator program undertook an in depth analysis of the end of program student learning outcomes (EOPSLOs). Careful consideration was given to how these EOPSLOs are being met. Assessment and evaluation methods were updated on the nursing systematic plan of evaluation (SPE) so they were likewise updated on this IE report.

The MSN NE curriculum is also changing with the addition and deletion of a few courses, which may result in further changes to the assessment methods for the next academic year.