

# **Institutional Effectiveness Report Template**

<b>Name of Program:</b>	<b>Pre-licensure BSN</b>
<b>Year:</b>	<b>2017-2018</b>
<b>Name of Preparer:</b>	<b>Ruth Wittmann-Price and Karen Gittings</b>

## **Program Mission Statement**

The FMU 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. (<https://www.fmarion.edu/healthsciences/nursing/>)

## **Program Learning Outcomes (PLOs)**

- Liberal education
- Leadership
- Quality Improvement
- Information management
- Healthcare policy
- Evidence-based practice
- Delivery of quality care
- Interprofessional collaboration
- Professionalism
- Manager of care

## **Executive Summary of Report (one-page maximum)**

The pre-licensure BSN program option holds true to the PLO major concepts and the PLOs are reflective of the DON mission statement and are congruent with the end-of-program student learning outcomes (SLOs). The end of program SLOs are based on the American Academy of Colleges of Nursing (2008) BSN Essentials. Each end-of program SLO is evaluated annually (and trended with data from the previous years) to produce aggregated data to inform faculty decision-making. The data trended for the 2017-2018, along with the previous two (2) academic years, has denoted several needed program improvement processes that relate directly back to the established SLOs benchmarks.

Results indicate that there are needed changes or modifications in the senior level courses. *NURS 409 Population-Focused Nursing and Healthcare Policy* will have a rubric change to include health disparities, increase a level of achievement (LOA) to 95% for two (2) assessment strategies based on past student performance. *NURS 410 Leadership and Management in Nursing* will increase the types of evaluation methods, identify test items to meet specific SLOs, and remove the information technology outcome because it is not addressed in that course. *NURS 11 Adult Health III and Nursing Knowledge: Synthesis Practicum* will increase the LOA for the clinical presentation assignment to 95% of students receiving a grade of 80% or better based on evidence from past cohort performance. Lastly, *NURS 415 Nursing Care of Women, Children, and Families* will monitor the clinical evaluations with an expected LOA of a three (3) or better on a 1-5 Likert scale. All pre-licensure BSN courses will continue to be monitored for achievement of the end-of-program outcomes and SLOs.

## **Student Learning Outcomes (SLOs)**

The baccalaureate generalist program in nursing prepares the graduate to:

1. Utilize the liberal education courses as the cornerstone for study and practice of professional nursing.
2. Incorporate the knowledge and skills in leadership, quality improvement, and client safety in the provision of high quality health care.
3. Provide safe, effective, and compassionate care to all individuals and groups across the lifespan based upon the principles and models of evidence-based practice, understand the research process, have the ability to retrieve, evaluate, and synthesize evidence in collaboration with healthcare team members to practice in a manner that improves client outcomes.
4. Incorporate information management, client care technologies, and communication devices in providing safe and effective client care.
5. Incorporate information on healthcare policies, including financial and regulatory, directly and indirectly influencing the nature and functioning of the healthcare system in professional nursing practice.
6. Demonstrate effective inter-professional communication and collaboration through verbal, nonverbal and written communication skills to practice individual accountability, client advocacy, conflict resolution principles, and teambuilding strategies.
7. Integrate knowledge and skill derived from the physical sciences, bio-psycho-social sciences, humanities, and nursing in the provision of holistic care to individuals, families, groups, communities, and populations across the life span with a focus on health promotion, disease and injury prevention.
8. Demonstrate and utilize principles of legal ethical core values of professionalism with the application of professional values of altruism, autonomy, human dignity, integrity and social justice in the delivery of care to all clients across the lifespan.
9. Utilize the roles of provider of care, manager/coordinator of care, and member of the profession in developing and providing safe, effective, and compassionate care to all clients across the lifespan with diverse multicultural needs. This includes but is not limited to cultural, spiritual, ethnic, gender and sexual orientation to diversity (AACN, 2008).

## Assessment Methods

<b>PLAN</b>	<b>BSN Program Outcomes</b>	1. Utilize the liberal education courses as the cornerstone for study and practice of professional nursing.
	<b>Expected LOA</b>	Nurs 410 - 95% (or higher) of students will achieve a minimum grade of 80 on the Leadership Project assignment.  Nurs 411 - 95% (or higher) of students will achieve a minimum grade of 80 on the Clinical Patient Presentation assignment.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Grading rubric for project.  Grading rubric for presentation.

<b>PLAN</b>	<b>BSN Program Outcomes</b>	2. Incorporate the knowledge and skills in leadership, quality improvement, and patient safety in the provision of high quality health care.
	<b>Expected LOA</b>	Nurs 411 - 95% (or higher) of students will achieve a minimum rating of 3 or > on the Clinical Evaluation tool.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Review of student clinical evaluations.

<b>PLAN</b>	<b>BSN Program Outcomes</b>	3. Provide safe, effective, and compassionate care to all individuals and groups across the lifespan based upon the principles and models of evidence-based practice, understand the research process, have the ability to retrieve, evaluate, and synthesize evidence in collaboration with healthcare team members to practice in a manner that improves patient outcomes.
	<b>Expected LOA</b>	Nurs 409 - 95% (or higher) of students will achieve a minimum grade of 80 on the Community Assessment assignment.  Nurs 411 - 95% (or higher) of students will achieve a minimum grade of 80 on the Clinical Patient Presentation assignment.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Grading rubric for assessment.  Grading rubric for presentation.

<b>PLAN</b>	<b>BSN Program Outcomes</b>	4. Incorporate information management, patient care technologies, and communication devices in providing safe and effective patient care.
	<b>Expected LOA</b>	Nurs 410 - 90% (or higher) of students will correctly answer related test items.  Nurs 411 - 95% (or higher) of students will achieve a minimum rating of 3 or > on the Clinical Evaluation tool.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Test analysis.  Review of student clinical evaluations.

<b>PLAN</b>	<b>BSN Program Outcomes</b>	5. Incorporate information on healthcare policies, including financial and regulatory, directly and indirectly influencing the nature and functioning of the healthcare system in professional nursing practice.
	<b>Expected LOA</b>	Nurs 409 - 90% (or higher) of students will correctly answer related test items.  Nurs 409 - 95% (or higher) of students will achieve a minimum rating of 3 or > on the Clinical Evaluation tool.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Test analysis.  Review of student clinical evaluations.

<b>PLAN</b>	<b>BSN Program Outcomes</b>	6. Demonstrate effective inter-professional communication and collaboration through verbal, nonverbal and written communication skills to practice individual accountability, patient advocacy, conflict resolution principles, and teambuilding strategies.
	<b>Expected LOA</b>	Nurs 411 - 95% (or higher) of students will achieve a minimum grade of 80 on the Clinical Patient Presentation assignment.  Nurs 411 - 95% (or higher) of students will achieve a minimum rating of 3 or > on the Clinical Evaluation tool.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Grading rubric for presentation.  Review of student clinical evaluations.



<b>PLAN</b>	<b>BSN Program Outcomes</b>	7. Integrate knowledge and skill derived from the physical sciences, bio-psycho-social sciences, humanities, and nursing in the provision of holistic care to individuals, families, groups, communities, and populations across the life span with a focus on health promotion, disease and injury prevention.
	<b>Expected LOA</b>	Nurs 409 - 90% (or higher) of students will correctly answer related test items.  Nurs 411 - 95% (or higher) of students will achieve a minimum rating of 3 or > on the Clinical Evaluation tool.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Test analysis.  Review of student clinical evaluations.

<b>PLAN</b>	<b>BSN Program Outcomes</b>	8. Demonstrate and utilize principles of legal ethical core values of professionalism with the application of professional values of altruism, autonomy, human dignity, integrity and social justice in the delivery of care to all patients across the lifespan.
	<b>Expected LOA</b>	Nurs 410 - 90% (or higher) of students will correctly answer related test items.  Nurs 411 - 90% (or higher) of students will correctly answer related test items.  Nurs 411 - 95% (or higher) of students will achieve a minimum rating of 3 or > on the Clinical Evaluation tool.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Test analysis.  Test analysis.  Review of student clinical evaluations.

<b>PLAN</b>	<b>BSN Program Outcomes</b>	9. Utilize the roles of provider of care, manager/coordinator of care, and member of the profession in developing and providing safe, effective, and compassionate care to all patients across the lifespan with diverse multicultural needs. This includes but is not limited to cultural, spiritual, ethnic, gender and sexual orientation to diversity.
	<b>Expected LOA</b>	Nurs 411 - 90% (or higher) of students will correctly answer related test items.  Nurs 411 - 95% (or higher) of students will achieve a minimum rating of 3 or > on the Clinical Evaluation tool.
	<b>Frequency of Assessment</b>	Annually in December
	<b>Assessment Methods</b>	Test analysis.  Review of student clinical evaluations.

#### Assessment Results

	<b>BSN Program Outcomes</b>	1. Utilize the liberal education courses as the cornerstone for study and practice of professional nursing.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	100% of students received a minimum grade of 80 on the Leadership Project assignment.  100% of students received a minimum grade of 80 on the Clinical Patient Presentation assignment.

	<b>BSN Program Outcomes</b>	2. Incorporate the knowledge and skills in leadership, quality improvement, and patient safety in the provision of high quality health care.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	100% of students received a minimum rating of 3 on the Clinical Evaluation tool (SLO 2 – A, D).

	<b>BSN Program Outcomes</b>	3. Provide safe, effective, and compassionate care to all individuals and groups across the lifespan based upon the principles and models of evidence-based practice, understand the research process, have the ability to retrieve, evaluate, and synthesize evidence in collaboration with healthcare team members to practice in a manner that improves patient outcomes.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	100% of students received a minimum grade of 80 on the Community Assessment assignment.  100% of students received a minimum grade of 80 on the Clinical Patient Presentation assignment.

	<b>BSN Program Outcomes</b>	4. Incorporate information management, patient care technologies, and communication devices in providing safe and effective patient care.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	Unable to assess; inadequate number of test questions.  100% of students received a minimum rating of 3 on the Clinical Evaluation tool (SLO 4 – A, B).

	<b>BSN Program Outcomes</b>	5. Incorporate information on healthcare policies, including financial and regulatory, directly and indirectly influencing the nature and functioning of the healthcare system in professional nursing practice.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	Unable to assess; inadequate number of test questions.  100% of students received a minimum rating of 3 on the Clinical Evaluation tool (SLO 5 – B, C, D).

	<b>BSN Program Outcomes</b>	6. Demonstrate effective inter-professional communication and collaboration through verbal, nonverbal and written communication skills to practice individual accountability, patient advocacy, conflict resolution principles, and teambuilding strategies.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	100% of students received a minimum grade of 80 on the Clinical Patient Presentation assignment.  100% of students received a minimum rating of 3 on the Clinical Evaluation tool (SLO 6 – A, B, C, D, F).



	<b>BSN Program Outcomes</b>	7. Integrate knowledge and skill derived from the physical sciences, bio-psycho-social sciences, humanities, and nursing in the provision of holistic care to individuals, families, groups, communities, and populations across the life span with a focus on health promotion, disease and injury prevention.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	Unable to assess; inadequate number of test questions.  100% of students received a minimum rating of 3 on the Clinical Evaluation tool (SLO 7 – A, C).

	<b>BSN Program Outcomes</b>	8. Demonstrate and utilize principles of legal ethical core values of professionalism with the application of professional values of altruism, autonomy, human dignity, integrity and social justice in the delivery of care to all patients across the lifespan.
	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	<p>Unable to assess; inadequate number of test questions.</p> <p>Unable to assess; inadequate number of test questions.</p> <p>100% of students received a minimum rating of 3 on the Clinical Evaluation tool (SLO 8 – A, B, C, F).</p>

	<b>BSN Program Outcomes</b>	9. Utilize the roles of provider of care, manager/coordinator of care, and member of the profession in developing and providing safe, effective, and compassionate care to all patients across the lifespan with diverse multicultural needs. This includes but is not limited to cultural, spiritual, ethnic, gender and sexual orientation to diversity.
Z	<b>Results of Data Collection &amp; Analysis, including Actual LOAs</b>	Unable to assess; inadequate number of test questions.  100% of students received a minimum rating of 3 on the Clinical Evaluation tool (SLO 9 – A, B C, D).

### Action Items

Specific DON changes that will be made as a result of these results include the following for the 2018-2019 academic year:

	<b>BSN Program Outcomes</b>	1. Utilize the liberal education courses as the cornerstone for study and practice of professional nursing.
	<b>Actions for Program Development, Maintenance, or Revision</b>	Increase objective evaluation methods within the Leadership Project assignment (Nurs 410).

	<b>BSN Program Outcomes</b>	2. Incorporate the knowledge and skills in leadership, quality improvement, and patient safety in the provision of high quality health care.
	<b>Actions for Program Development, Maintenance, or Revision</b>	Add 2 <sup>nd</sup> expected LOA for Nurs 410 – 90% (or higher) of students will correctly answer related test items.

	<b>BSN Program Outcomes</b>	3. Provide safe, effective, and compassionate care to all individuals and groups across the lifespan based upon the principles and models of evidence-based practice, understand the research process, have the ability to retrieve, evaluate, and synthesize evidence in collaboration with healthcare team members to practice in a manner that improves patient outcomes.
	<b>Actions for Program Development, Maintenance, or Revision</b>	Nurs 409 grading rubric will be changed to include health disparity information in the Community Assessment assignment.

	<b>BSN Program Outcomes</b>	4. Incorporate information management, patient care technologies, and communication devices in providing safe and effective patient care.
	<b>Actions for Program Development, Maintenance, or Revision</b>	Remove expected LOA for Nurs 410 – not a true measure of student learning outcome.

	<b>BSN Program Outcomes</b>	5. Incorporate information on healthcare policies, including financial and regulatory, directly and indirectly influencing the nature and functioning of the healthcare system in professional nursing practice.
	<b>Actions for Program Development, Maintenance, or Revision</b>	Change the 1 <sup>st</sup> expected LOA for Nurs 409 to - 95% (or higher) of students will achieve a minimum grade of 80 on the Healthcare Policy discussion board... to better evaluate this student learning outcome.

	<b>BSN Program Outcomes</b>	6. Demonstrate effective inter-professional communication and collaboration through verbal, nonverbal and written communication skills to practice individual accountability, patient advocacy, conflict resolution principles, and teambuilding strategies.
	<b>Actions for Program Development, Maintenance, or Revision</b>	Continue to monitor.



	<b>BSN Program Outcomes</b>	7. Integrate knowledge and skill derived from the physical sciences, bio-psycho-social sciences, humanities, and nursing in the provision of holistic care to individuals, families, groups, communities, and populations across the life span with a focus on health promotion, disease and injury prevention.
	<b>Actions for Program Development, Maintenance, or Revision</b>	Change the expected LOA for Nurs 409 to - 95% (or higher) of students will achieve a minimum grade of 80 on the Community Assessment assignment... to better evaluate this student learning outcome.

	<b>BSN Program Outcomes</b>	8. Demonstrate and utilize principles of legal ethical core values of professionalism with the application of professional values of altruism, autonomy, human dignity, integrity and social justice in the delivery of care to all patients across the lifespan.
	<b>Actions for Program Development, Maintenance, or Revision</b>	<p>Remove the 1<sup>st</sup> expected LOA for Nurs 411 – limited number of test questions – does not adequately measure the student learning outcome.</p> <p>Add an expected LOA for Nurs 415 - 95% (or higher) of students will achieve a minimum rating of 3 or &gt; on the Pediatric Clinical Evaluation tool (SLO 8 – A, B, C, D, E, F). This will specifically address the pediatric population.</p>

<p><b>BSN Program Outcomes</b></p>	<p>9. Utilize the roles of provider of care, manager/coordinator of care, and member of the profession in developing and providing safe, effective, and compassionate care to all patients across the lifespan with diverse multicultural needs. This includes but is not limited to cultural, spiritual, ethnic, gender and sexual orientation to diversity.</p>
<p><b>Actions for Program Development, Maintenance, or Revision</b></p>	<p>Change the 1<sup>st</sup> expected LOA for Nurs 411 to - 95% (or higher) of students will achieve a minimum grade of 80 on the Clinical Patient presentation... to better evaluate this student learning outcome.</p>

**Appendix**  
N/A

**Sources cited and other resources for assessment terminology and assistance:**

[https://www.westmont.edu/offices/institutional\\_portfolio/program\\_review/documents/WhatistheDifferencebetweenProgramGoalsandStudentLearningOutcomes\\_000.pdf](https://www.westmont.edu/offices/institutional_portfolio/program_review/documents/WhatistheDifferencebetweenProgramGoalsandStudentLearningOutcomes_000.pdf)

<http://academics.lmu.edu/spee/officeofassessment/assessmentresources/glossaryofassessmentterms/>

<http://assessment.ucdavis.edu/how/glossary.html>

Contact cmcmanus@fmarion.edu or call 661-1559