Institutional Effectiveness Report Template

Name of Program:	Department of Nursing - Pre-licensure BSN
Year:	2018-2019
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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 baccalaureate nursing program has nine end-of-program student learning outcomes (EOPSLOs). These EOPSLOs are derived from the American Association of Colleges of Nursing (AACN) *The Essentials of Baccalaureate Education for Professional Nursing Practice.*

Direct assessment methods were identified for each of the nine 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 baccalaureate (pre-licensure) nursing program. For written assignments, a consistently high expected level of achievement was used: 95% of students will achieve a grade of 80 or higher on the assignment. A variety of assignments were utilized to evaluate student achievement including papers, presentations, projects, and clinical evaluations. All tools are appropriate to the traditional classroom and/or clinical setting.

All assessment methods were evaluated during the 2018-2019 school year. All baselines and benchmarks were achieved for all criteria. The target was achieved for each end-of-program student learning outcome. The new assessment methods will be re-evaluated next academic year to determine if they are the best measures for the end-of-program student learning outcomes. Changes will be made as needed.

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 – Pre-Licensure BSN
(Per Accreditation Commission for Education in Nursing [ACEN] Criteria)
- Licensure Pass Rates
- Program Completion
- Job Placement

Student Learning Outcomes (SLOs)
(Derived from AACN's *The Essentials of Baccalaureate Education for Professional Nursing Practice*)
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
1. Utilize the liberal education courses as the cornerstone for study and practice of professional nursing.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Leadership Project (NURS 410)	Direct	100% of students met the target	95% of students in the NURS 410 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Leadership Project

| Clinical Patient Presentation (NURS 411) | Direct | 100% of students met the target | 95% of students in the NURS 411 course will meet the target

Rationale:
Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target | 95% (or higher) of students will achieve a minimum grade of 80 on the Clinical Patient Presentation |

2. Incorporate the knowledge and skills in leadership, quality improvement, and client safety in the provision of high quality health care.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Leadership Project (NURS 410)	Direct	New assessment method	95% of students in the NURS 410 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Leadership Project
Clinical Evaluation Tool (NURS 411)	Direct	100% of students met the target	95% of students in the NURS 411 course will meet the target **Rationale:** The Clinical Evaluation Tool is a direct measure of the SLOs; students must meet the target in order to pass the clinical portion of the course	95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool

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.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Community Assessment (NURS 409)	Direct	100% of students met the target	95% of students in the NURS 409 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Community Assessment
Leadership Project (NURS 410)	Direct	New assessment method	95% of students in the NURS 410 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Leadership Project

4. Incorporate information management, client care technologies, and communication devices in providing safe and effective client care.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Clinical Evaluation Tool (NURS 411)	Direct	100% of students met the target	95% of students in the NURS 411 course will meet the target **Rationale:** The Clinical Evaluation Tool is a	95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool

			direct measure of the SLOs; students must meet the target in order to pass the clinical portion of the course	

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.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Healthcare Policy (NURS 409)	Direct	New assessment method	95% of students in the NURS 409 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Healthcare Policy assignment
Clinical Evaluation Tool (NURS 409)	Direct	100% of students met the target	95% of students in the NURS 409 course will meet the target **Rationale:** The Clinical Evaluation Tool is a direct measure of the SLOs; students must meet the target in order to pass the clinical portion of the course	95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool

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.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target

Clinical Patient Presentation (NURS 411)	Direct	100% of students met the target	95% of students in the NURS 411 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Clinical Patient Presentation
Clinical Evaluation Tool (NURS 411)	Direct	100% of students met the target	95% of students in the NURS 411 course will meet the target **Rationale:** The Clinical Evaluation Tool is a direct measure of the SLOs; students must meet the target in order to pass the clinical portion of the course	95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool

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.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Community Project (NURS 409)	Direct	New assessment method	95% of students in the NURS 409 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Community Project

| Clinical Evaluation Tool (NURS 411) | Direct | 100% of students met the target | 95% of students in the NURS 411 course will meet the target

Rationale: The Clinical Evaluation Tool is a direct measure of the SLOs; students must meet the target in order to pass the clinical portion of the course | 95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool |

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.

Assessment Method	Type of Assessment	Baseline	Benchmark	Target
Clinical Evaluation Tool (NURS 411)	Direct	100% of students met the target	95% of students in the NURS 411 course will meet the target

Rationale: The Clinical Evaluation Tool is a direct measure of the SLOs; students must meet the target in order to pass the clinical portion of the course | 95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool |
| Clinical Evaluation Tool (NURS 415) | Direct | New assessment method | 95% of students in the NURS 415 course will meet the target

Rationale: The Clinical Evaluation Tool is a direct measure of the SLOs; students must meet the target in order to pass the | 95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool |

			clinical portion of the course	

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 Method	Type of Assessment	Baseline	Benchmark	Target
Community Project (NURS 409)	Direct	New assessment method	95% of students in the NURS 409 course will meet the target **Rationale:** Since these are graduating senior students, the expectation is that the majority of them will successfully meet the target	95% (or higher) of students will achieve a minimum grade of 80 on the Community Project
Clinical Evaluation Tool (NURS 411)	Direct	100% of students met the target	95% of students in the NURS 411 course will meet the target **Rationale:** The Clinical Evaluation Tool is a direct measure of the SLOs; students must meet the target in order to pass the clinical portion of the course	95% (or higher) of students will achieve a minimum rating of 3/5 or > on the Clinical Evaluation Tool

Assessment Results
1. Utilize the liberal education courses as the cornerstone for study and practice of professional nursing.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target

Leadership Project (NURS 410)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓
Clinical Patient Presentation (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓

Discussion: Benchmark and target met for both assessment methods.

2. Incorporate the knowledge and skills in leadership, quality improvement, and client safety in the provision of high quality health care.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Leadership Project (NURS 410)	Fall 2018 & Spring 2019 54/54 (100%)	172	New assessment method	Met ✓	Met ✓
Clinical Evaluation Tool (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for NURS 410 Leadership Project for next academic year. Benchmark and target met for both assessment methods.

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.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Community Assessment (NURS 409)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓
Leadership Project (NURS 410)	Fall 2018 & Spring 2019 54/54 (100%)	172	New assessment method	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for NURS 410 Leadership Project for next academic year. Benchmark and target met for both assessment methods.

4. Incorporate information management, client care technologies, and communication devices in providing safe and effective client care.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Clinical Evaluation Tool (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓

Discussion: Benchmark and target met for assessment methods.

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.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target

Healthcare Policy (NURS 409)	Fall 2018 & Spring 2019 54/54 (100%)	172	New assessment method	Met ✓	Met ✓
Clinical Evaluation Tool (NURS 409)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for NURS 409 Healthcare Policy assignment for next academic year. Benchmark and target met for both assessment methods.

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.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Clinical Patient Presentation (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓
Clinical Evaluation Tool (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓

Discussion: Benchmark and target met for both assessment methods.

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.

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Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Community Project (NURS 409)	Fall 2018 & Spring 2019 54/54 (100%)	172	New assessment method	Met ✓	Met ✓
Clinical Evaluation Tool (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for NURS 409 Community Project for next academic year. Benchmark and target met for both assessment methods.

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.

Assessment Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Clinical Evaluation Tool (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓
Clinical Evaluation Tool (NURS 415)	Fall 2018 & Spring 2019 54/54 (100%)	172	New assessment method	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for NURS 415 Clinical Evaluation Tool for next academic year. Benchmark and target met for both assessment methods.

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 Method	Students Assessed in Course	Students in Program	Baseline	Benchmark	Target
Community Project (NURS 409)	Fall 2018 & Spring 2019 54/54 (100%)	172	New assessment method	Met ✓	Met ✓
Clinical Evaluation Tool (NURS 411)	Fall 2018 & Spring 2019 54/54 (100%)	172	Met ✓	Met ✓	Met ✓

Discussion: New baseline of 100% achievement set for NURS 409 Community Project for next academic year. Benchmark and target met for both assessment methods.

Action Items
1. SLO 1
   a. No action required.
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. No action required.
5. SLO 5
   a. One method of assessment was updated for 2018-2019.
   b. Plan to re-evaluate this same method of assessment for 2019-2020.
6. SLO 6
   a. No action required.
7. SLO 7
   a. One method of assessment was updated for 2018-2019.
   b. Plan to re-evaluate this same method of assessment for 2019-2020.

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.
9. SLO 9
    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 BSN Pre-Licensure 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.