

Associate Degree Nursing Program

Program Component	Expected Outcome	Method for Assessment	Results/analysis (Findings/Conclusions)	Action Plan/ Improvement Plan (Recommendations & timeline for implementation)
Graduation Rates	<p>75% of students who enter the ADN program will graduate within 150% of program time. Results will be reported on total graduation rates.</p> <p>150% time defined as:</p> <ul style="list-style-type: none"> • <u>Generic or traditional</u> 8 semesters (previously reported as 7 semesters, but changed at state level fall, 2012). • <u>LPN Mobility</u> – 6 semesters. • <u>Paramedic to RN</u> – 4 semesters. • <u>Mobility LPN</u> – 4 semesters (Students not required to take NUR 200, returning in less than 2 years) 	Student graduation rates are calculated by tracking students from admission to graduation	<p>Fall 2011 - Graduation rate is 69% (47/68). Spring 2012 – Graduation rate is 69% (56/83). Fall 2012 – Graduation rate is 72.4% (79/109). Spring 2013 – Graduation rate is 69.86% (51/73). Fall 2013 – Graduation rate is 73.25% (63/86). Spring 2014 – Graduation rate is 73.53% (50/68).</p> <p>Trended data-Expected outcome for graduation rate has not been met for last six cohorts. Average graduation rate for the last 2 cohorts is (73.37%) 113/154.</p>	<p>Total graduation rate has increased slightly for the past 2 cohorts. Generic students have the highest attrition rate but this decreases when considering the 150% time for graduation but is still < the expected outcome.</p> <p><u>ORI 107</u> - Student survival Skills implemented as orientation class for all Health Science students fall, 2012.</p> <p><u>Tutoring</u> - Offered by appointments during faculty office hours.</p> <p><u>Conference</u> – If a student scores < 75% on a unit exam, they are encouraged to promptly schedule a conference with faculty to identify learning needs and a plan of action.</p> <p><u>Peer Coaching</u> – Implemented Fall 2012. A senior level student works one-on-one with a lower level on identified needs. Students report increased understanding of concepts such as medication calculation and nursing process.</p>

<p>NCLEX Pass Rates</p>	<p>NCLEX Pass Rates for first time testers will be 80% or greater.</p>	<p>Collect and analyze data received from ABON on NCLEX passage rates.</p>	<p>Fall 2011 - 69 graduated, 59/69 passed first time = 85.5%. Spring 2012 - 59 graduated, 56/59 passed first time= 94.92%. Fall 2012 - 79 graduated, 71/79 passed first time = 89.87%. Spring 2013 – 51 graduated, 39/51 passed first time = 76.47%. Fall 2013 – 65 graduated, 51/65 passed first time = 78.46%. Spring 2014 - 50 graduated, 42/50 passed first time = 84%.</p> <p>Trended data- NCLEX pass rate for Spring 2013 and Fall 2013 cohorts were < expected outcome. The Spring 2014 class was > expected outcome. The last two semester Fall 2013, and Spring 2014 combined = 93/115 = 80.87%.</p>	<p>Continue to monitor NCLEX passage rates and compare with comprehensive program exams to identify curriculum areas that need improvement.</p> <p>NCLEX Review Courses are offered by Vendor of student’s choice. SUSCC offers facilities free of charge.</p> <p>Outside resources (Kaplan) have provided a free critical thinking workshop for senior students Fa’ 12-13 and Sp’ 13.</p> <p>Kaplan provided a 4 day NCLEX review course after Sp’ 13, Fa’ 13, Sp’ 14 semesters.</p>
<p>Job Placement</p>	<p>Job placement rates will equal or be greater than 95%.</p>	<p>Employment data will be collected from end of program surveys and six month graduate follow-up surveys.</p>	<p>Fall 2011 - Within 6 months, 100% were employed fulltime. 37/68 (54.41%) surveys returned. Spring 2012 - Within 6 months 100% were employed. 32/59 (54.23%) surveys returned. Fall 2012 – Within 6 months, 100% were employed. 40/79 (50.63%) surveys returned. Spring 2013 – Within 6 months, 98% were employed. 4% did not seek employment yet due to continuing education. 26 /51 (50.9%) surveys returned. Fall 2013 – Within 6 months, 95% were employed. Spring 2014 – Within 6 months, 93% were employed.</p> <p>Trended data indicates that five of past six cohorts met expected outcome of 95%. Average employment rate for last two cohorts is 94%.</p>	<p>Continue to monitor for job placement rates. Currently, 3-4 local major hospitals visit last semester students during the student lunch breaks to share recruitment information.</p> <p>Local hospitals continue to offer scholarships to approximately 20% of ADN students.</p> <p>At present, all hospitals within 35 mile radius have RN positions open.</p>

<p>Program Satisfaction End of Program survey (graduates)</p>	<p>85% of students will rank they are satisfied or very satisfied with the program. Goal - 50% of students will return the surveys.</p>	<p>Student completion of end-of-program surveys in NUR 204 (graduate surveys). (Scale: 3 or > on the scale of 1-5 indicates program satisfaction.)</p>	<p>Fall 2011 - 63/69 (88.7%) indicate satisfaction. 100% return rate. Spring 2012 - 51/59 (86.44%) indicate satisfaction. 100% return rate. Fall 2012 – 74/79 (93.67%) indicate satisfaction. 100% return rate. Spring 2013 - 49/51 (96%) indicate satisfaction. 100% return rate. Fall 2013 – 63 /65 (96.92%) indicate satisfaction. 100% return rate. Spring 2014 - 49/50 (98%) indicate satisfaction. 100% return rate. Trended data indicates all past six cohorts met expected outcome of 86 % or >.</p>	<p>Fall 2011 - End of program Survey updated. Placed on E*Value which offers better data reporting. Graduates complete survey prior to their final exam which increases the return rate significantly.</p>
<p>Alumni survey (6 months after graduation)</p>	<p>85% of graduates will rank overall program satisfaction on survey as being satisfied with the nursing program. Goal - 50% of students will return the surveys.</p>	<p>Graduate(alumni) Surveys Send to graduates 6 months after graduation (Scale: 3 or > on the scale of 1-5 indicates program satisfaction.)</p>	<p>Fall 2011 - 97% indicate satisfaction, 41/69 (59.42%) return rate. Spring 2012- 88% indicate satisfaction, 32/59 (54.23%) return rate Fall 2012– 100% indicate satisfaction, 40/79 (51%) return rate. Spring 2013 – 100% indicate satisfaction, 26/51 (51%) return rate. Fall 2013 - 100% indicate satisfaction, 34/65 (52.3%) return rate. Spring 2014 – In progress Trended data indicates expected outcome met. (last 6 cohorts). Response rate continues to be low.</p>	<p>Spring 2012 – These surveys are now in E*value. Reminder e-mails are sent to alumni through this system. Fall 2012 – survey again placed in E*value for tracking. Additionally, faculty and staff phoned or emailed graduates to remind them to respond to surveys. Spring 2013 - have also utilized Facebook for collection of data and have had positive feedback. Fall 2013 – Collection of surveys continues to be problematic. Continue to utilize faculty and staff to assist in collecting responses. Spring 2014 – Continue to work on improving response rate. Continue to work on improving graduate (alumni) response rate. Will also look at revising questions on survey.</p>

<p>Employer survey</p>	<p>Employer survey responses will demonstrate an average score of 3 or > in each educational graduate competency (professional behaviors, communication, clinical decision making, teaching and learning, collaboration, and managing care). Goal: 50% return rate</p>	<p>Employer surveys sent to employers 6 months after graduation.</p> <p>(Scale: 3 or > on the scale of 1-5 indicates that graduate is well prepared.)</p>	<p><u>Spring 2011/Fall 2011</u> - Three individual employer responses < 3 in two areas: communication and clinical decision making. All others were 3 or >. 9/14 (64%) return rate. <u>Spring 2012/Fall 2012</u> -Average response was a 3 or > for each of the competencies. 27/40 (67.5%) return rate. <u>Spring 2013/Fall 2013</u> – Average response was a 3 or > for each of the competencies. 25/40 (62.5%) return rate. <u>Spring 2014/Fall 2014</u> – in progress.</p> <p>Trended data, from 2010-2013, employers rated grads >3 on scale for each year. While response rate is problematic, Advisory Committee minutes reflect positive support for graduates. Minutes on file for 2010 - 2013.</p>	<p>Faculty hand delivers employer surveys with a self-addressed, stamped envelope and encourages managers to complete them in a timely manner.</p> <p>Discussed at October 2013 Advisory Committee Meetings. Hospital Education Directors suggest sending electronic employer surveys to them and they will disperse and follow up with managers.</p> <p>Spring 2013-Fall 2013 – Utilized survey monkey. Survey questions revised – sent to contact person at hospital who distributed to individual managers.</p>
<p>Faculty</p>	<p>100% of fulltime faculty members have a MSN. Practice experience and expertise appropriate for their teaching assignments. 100% fulltime faculty documents continued competence on annual Faculty Information Form (FIF). At least 51% of clinical associates will hold a MSN with clinical experience.</p>	<p>The program chair will review continuing education of faculty documented on Faculty Information Form (FIF). Review transcripts of new faculty for documentation of degree earned. Analyze faculty curriculum vitae for qualifications as determined by Al and Ga Boards of Nursing. Analyze FIF for evidence of continued faculty competence related to teaching assignment.</p>	<p>All fulltime faculty members (12) had a Master’s degree or higher that taught in Associate Degree program for academic year 2013/2014.</p> <p>100% of full time faculty document continued competence on annual FIF.</p> <p>100% of clinical associates have documented work experience and clinical expertise. For <u>Fall Semester 2013</u>, 7/19 (36.84%) clinical associates have MSN. 5/12 of clinical associates with a BSN have additional work towards a MSN. For <u>Spring Semester 2014</u>, 6/15 (40%) of clinical associates have MSN. 5/9 of clinical associates with a BSN have additional work towards a MSN. For <u>Summer Semester 2014</u>, 5/11 (45.45%) of clinical associates with a BSN have additional work towards a MSN. All clinical associates with a BSN have a professional development plan on file.</p> <p>Goal met for full time faculty. Goal not met and for part time faculty (clinical associates), but percentage of part time faculty with a MSN is increasing each semester.</p>	<p>Continue to work on recruitment of clinical associates with a MSN.</p>

<p>Facilities</p>	<p>Students report a mean score of 3.5 or greater for classroom and resource availability on course evaluation form.</p>	<p>The Learning Resources Committee, Nursing Department Chair and nursing faculty will report any identified needs and will discuss in program faculty meetings with student input for:</p> <p>Office space</p> <p>Conference rooms</p> <p>Classrooms</p> <p>Nursing laboratories</p> <p>Computer laboratories</p> <p>Study Rooms</p> <p>Equipment, supplies</p> <p>Technology support</p> <p>End-of-semester student surveys are conducted in each course of faculty, resources, facilities and services and results are reported to the Learning Resources Committee,</p>	<p>IPods are used in the clinical setting for access to text books. E-value surveys are done at the end of each semester for evaluation purposes. Canvas used for entire HS division for class information and supplemental content. Open computer labs in LRC (20). Surveys done each semester are kept in the course notebooks.</p> <p>Students purchase Nursing kits at the beginning of each semester that contain all supplies needed for NUR102, NUR103, NUR105, and 201.</p> <p>Fall 2011 – Classroom environment: Mean score was 4.68%.</p> <p>Spring 2012 – Classroom environment: Mean score was 4.51. 51/58 (88%) replied.</p> <p>Fall 2012 – 100 % of students ranked as follows: Mean Scores: Classroom-4.5; Computer resources-4.22; Electronic devices-4.17; Nursing Lab-4.45; Simulation lab-4.18</p> <p>Spring 2013 – Mean Scores: Classroom-4.39; Computer resources-4.12; Electronic devices-4.14; Nursing Lab-4.43; Simulation Lab-4.08</p> <p>Fall 2013 – Students report a mean score of 3.5 or greater for classroom, computer resources, electronic devices, nursing lab, and simulation lab.</p> <p>Spring 2014 - Students report a mean score of 3.5 or greater for classroom, computer resources, electronic devices, nursing lab, and simulation lab.</p> <p>Trended data reveals expected outcome met over past 3 years (6 cohorts).</p>	<p>E-Value is used for each course and allows students to complete evaluations of classrooms, clinical, faculty, and unit/hospital on their computer or iTouch device.</p> <p>Will continue to review and add questions about student satisfaction with iPods, E Value, Canvas and school G Mail.</p> <p>Smart boards are placed in all classrooms.</p> <p>Resource committee assesses library holding in spring semester to assure no nursing textbook older than 5 years. Library staff updates Health Science Dept. on new purchases and LRC assists in purchasing resources for students.</p> <p>Fall 2011 - Questions added to evaluation about effectiveness of simulation lab.</p> <p>Additional laptops purchased for computer lab in HSB. (12 in 2011, 24 in 2012, 10 in 2013).</p> <p>Spring 2012 - Revised ranking on evaluations (scale of 1-5).</p> <p>Fall 2012 - Purchased Medication Dispensing System for Simulation Lab.</p> <p>Spring 2013 - Canvas implemented for all nursing course management.</p> <p>Summer 2013 - Simulation Lab moved to more spacious area on campus to allow more efficient and realistic simulation experiences.</p> <p>Spring 2013 and Summer 2013 – Purchased 4 manikins for skills lab.</p> <p>Summer 2013 – Purchased Blood Pressure Simulator Arm for skills lab.</p>
--------------------------	--	---	--	---

		<p>Nursing Department Chair, who in turn reports those findings to the nursing faculty.</p> <p>(Scale: 3 or > on the scale of 1-5 indicates satisfaction with resources.)</p>		<p>Utilize SUSCC technology plan to assess needs and replace equipment as indicated.</p> <p>Continue to budget at least \$5,000 each year for software purchases.</p>
Budget	Funding is adequate to support Nursing program.	The Learning Resources Committee, Nursing Department Chair, and faculty will evaluate the sufficiency and possible needs of fiscal resources to ensure achievement of program outcomes.	Resources are adequate to meet student needs. Department of nursing stayed within set college budget. Supplies were adequate to meet student needs. There have been no written or voiced complaints that resources have not been available for student use in labs or classrooms.	Continue to monitor departmental expenses.

Practical Nursing Program

Program Component	Expected Outcome	Method for Assessment	Results/analysis	Action Plan/ Improvement Plan
Graduation Rates	75% of students who enter the PN program will graduate within 150% of program time (5 sem.)	Student graduation rates are calculated by tracking students from admission to graduation.	<p>Spring 2011- 85% graduated Spring 2012- 74.3% graduated on time (29/39). Spring 2013 – 80% graduated on time (28/35). Spring 2014 – 85.71% graduated on time (24/28).</p> <p>Graduation average is 81.25% for the 4 years combined. Goal was met for three of the previous four years.</p>	Two full time faculty members are dedicated to the PN students, which have improved consistency in the courses.
NCLEX Pass Rates	NCLEX Pass Rates for first time testers will be 80% or greater.	Collect and analyze data received from ABON on NCLEX passage rates.	<p>Spring 2011- 29/30 96.6% passed Spring 2012- 27/29 passed for 93% Spring 2013 – 23/25 passed for 92% Spring 2014 – 23/28 passed for 82.14%</p> <p>Trended data demonstrates 4 year average of 91.07 % (102/112). Expected outcome of 80% met.</p>	<p>Sp'12 - Provided Critical Thinking review by Kaplan.</p> <p>Su'13_Piloting Kaplan review and standardized testing for this cohort of students.</p> <p>Continue to monitor NCLEX passage rates and compare with comprehensive program exams to identify curriculum areas that need improvement.</p>
Job Placement	Job placement rates will equal or be greater than 95%.	Employment data will be collected from end of program surveys and six month graduate follow-up surveys.	<p>Spring 2011 -93.33% of grads employed Spring 2012- 100% of grads employed Spring 2013 – 96% of grads employed. 1 student is a new mother and chose to stay home with new baby. Spring 2014 -</p> <p>Trended data indicates 3 out of 4 cohorts met expected outcome Average employment rate of last four years was 96%.</p>	None required.

<p>Program Satisfaction</p> <ul style="list-style-type: none"> End of Program survey (graduates) 	<p>85% of students will rank question #5 on the student end of program survey (graduate) a 4 satisfied adequately or > as being satisfied with the nursing program.</p>	<p>End of program surveys completed by students in NUR 109.</p>	<p>Spring 2011- 30/30 100% marked 4 or >. Spring 2012- 29/29 responded, and 90% Marked 4 or >. Spring 2013 – 31/31 responded, and 96% marked 4 or >. Spring 2014 – 28/28 responded, and 96.4% marked 4 or > indicating satisfaction.</p> <p>Trended data indicates 95% satisfaction with program at graduation.</p>	<p>The End of Program surveys are being digitalized (EValue) for Spring 2012.</p> <p>Students continue to be satisfied with program. Continue to monitor satisfaction.</p>
<ul style="list-style-type: none"> Alumni survey (6 months after graduation) 	<p>80% of the graduates will rank the question number 2 on Graduate Follow-up survey (Alumni) as a 4 or higher. Goal 50% return rate. (Beginning 2011, the survey question is no. 5 on zoomerang).</p>	<p>Graduate (alumni) survey sent to practical nursing graduates 6 months after program completion.</p>	<p>Spring 2011- 12/30 (40%) responded. 92% of respondents ranked program of 3 or > on a scale of 1-5, indicating satisfaction with the program. Spring 2012- 11/29 (38%) responded, and 92% were satisfied or very satisfied with program. Spring 2013 – 12/31 (38.7%) responded, and 91.66% were satisfied or very satisfied with program. Spring 2014 – In progress.</p> <p>Trended data - (91.88 %) of responders from last three cohorts are satisfied with program.</p>	<p>The graduate surveys (alumni) will be administered in a digital format (EValue) 2012. Current email addresses of grads are being updated so survey can be emailed.</p> <p>Spring' 13 – Added Facebook as a means of communicating with students. Have had a positive response from students.</p>
<ul style="list-style-type: none"> Employer survey 	<p>80% of the employers will rank the graduates a 3 or greater on achievement of educational competencies. Goal of 50% return rate for surveys.</p>	<p>Employer surveys sent to employers 6 months after graduation.</p>	<p>Spring 2011- 3 returned 100% rank educational competencies a 3 or greater. Spring 2012 – 3 returned. 100% rank educational competencies a 3 or >. Spring 2013 - 3/5 returned. 100% rank educational competencies a 3 or >. Spring 2014 – In progress.</p> <p>Trended data- Goal met for satisfaction but return rate must be improved. Advisory Committee minutes reflect that employers are satisfied with graduates.</p>	<p>Continue to communicate with managers /DON to determine best way to get employer input.</p> <p>Faculty hand-deliver employer surveys and make personal calls.</p> <p>Discussed at October 2013 Advisory Committee Meetings. Hospital Education Directors suggest sending electronic employer surveys to them and they will disperse and follow up with managers.</p>

Program Component	Expected Outcome	Method for Assessment	Results/analysis	Action Plan/ Improvement Plan
Resources				
<ul style="list-style-type: none"> Faculty 	<p>100% of fulltime faculty members have a Master’s degree in Nursing and/or alternative credentials. Practice experience and expertise appropriate for their teaching assignments. 100% fulltime faculty documents continued competence on annual IFR. At least 51% of clinical associates will hold a MSN or a BSN with clinical experience.</p>	<p>The program chair will review continuing education of faculty documented on Individual Faculty Report (IFR). Review transcripts of new faculty for documentation of degree earned. Analyze faculty curriculum vitae for qualifications as determined by Alabama and Georgia Boards of Nursing. Analyze IFR for evidence of continued faculty competence related to teaching assignment.</p>	<p>All full time faculty members had a Master’s degree that taught in nursing program Fa’12 and Sp’13. Additionally, 100% of clinical associates have a BSN or higher and documented work experience and clinical expertise.</p>	<p>None required at this time.</p>

<ul style="list-style-type: none"> ● Facilities 	<p>Students report a mean score of 3 or above in each question on the end-of-program survey form related to facilities.</p>	<p>The Learning Resources Committee, Nursing Department Chair and nursing faculty will report any identified needs and will discuss in program faculty meetings with student input for:</p> <ol style="list-style-type: none"> 1 Office space 2 Conference rooms 3 Classrooms 4 Nursing laboratories 5 Computer laboratories 6 Study Rooms 7 Equipment, supplies 8 Technology support <p>The School of Nursing will conduct end-of-semester student surveys in each course of faculty, resources, facilities and services and will report findings to the Learning Resources Committee, Nursing Department Chair, who in turn reports those findings to the nursing faculty.</p>	<p>Spring 2011 - Total of 30 surveys returned, and 29/30 marked a 3 or greater for 96.6% student satisfaction on surveys. Spring 2012 - 29/29 responded, and 26/29 rated a 3 or greater in all areas for a total rating of 90%. Spring 2013 – 30/30 responded with a mean score of 3 or > on each question on <u>scale of 1-5</u> (total student satisfaction = 89.35% or 4.44) Satisfied w/program – 4.67 Prepared for job: 4.3 Computer: 4.37 Elec. Devices: 4.43 Nur. Fac.: 4.67 Nur. Lab: 4.7 Sim. Lab: 4.37 Class environ.: 4.63 Advising: 4.2 Library: 4.27 Study areas: 4.27 Spring 2014 – 28/28 responded, and 27/28 rated a 3 or greater all areas for a total rating of 96.42% satisfaction.</p> <p>Trended data- 92.18% response or 3 or > (scale of 1-5) - indicating program satisfaction.</p>	<p>Due to new legislature requiring storm shelters in public buildings, the library construction was delayed a year. Construction is planned to begin in Sp' 14.</p>
<ul style="list-style-type: none"> ● Budget 	<p>Funding is adequate to support Nursing program.</p>	<p>The Learning Resources Committee, Nursing Department Chair, and faculty will evaluate the sufficiency and possible needs of fiscal resources to ensure achievement of program outcomes.</p>	<p>Resources are adequate to meet student needs. Department of nursing stayed within set budget. State supported budget is adequate to meet goals of Nursing Program.</p>	<p>Continue to monitor departmental expenses</p>