

**Standard 5**  
**Outcomes**

***Nursing program assessment demonstrates the extent of student learning at or near the end of the program as well as program outcome achievement using a systematic plan for evaluation (SPE).***

***The faculty create and implement a written SPE\* for each nursing program type to determine the extent of the achievement of each end-of-program student learning outcome and program outcome, and additionally for graduate programs the role-specific nursing competencies, to inform program decision-making to maintain or improve student and program performance.***

**Criterion 5.1**

**The systematic plan for evaluation describes the process for regular summative nursing program-level assessment of student learning outcome achievement. The faculty will:**

- a. use a variety of appropriate direct outcome assessment methods to ensure comprehensive summative assessment for each end-of-program student learning outcome;**
- b. establish a specific, measurable expected level of achievement outcome statement for each summative assessment method;**
- c. collect aggregate assessment data at regular intervals (determined by the faculty) to ensure sufficiency of data to inform decision-making and disaggregate the data to promote meaningful analysis; provide justification for data that are not disaggregated;**
- d. analyze assessment data (aggregate and/or disaggregate) at regular intervals (determined by the faculty) and when necessary, implement actions based on the analysis to maintain and/or improve end-of- program student learning outcome achievement;**
- e. maintain documentation for the three most recent years of the assessment data (aggregate and/or disaggregate), the analysis of data, and the use of data analysis in program decision-making to maintain and/or improve students' end-of-program student learning outcome achievement; and**
- f. share the analysis of the end-of-program student learning outcome data with communities of interest.**

**ELA 1:** Assessment of end-of-program student learning outcomes is shared with communities of interest.

***EOPSLO 1: Integrate the nursing process and current standards of nursing practice to provide safe, competent nursing care with respect for patient preferences, values, and needs.***

**ELA 1:** HESI Exit 2<sup>nd</sup> Attempt *Culture of Safety & Safety Monitoring* (QSEN section) sub score two year average equal to or greater than 850.

**ELA 2:** HESI Exit 2<sup>nd</sup> Attempt *Dimensions of Patient Care* (QSEN section) sub score two year average equal to or greater than 850.

**ELA 3:** HESI Exit 2<sup>nd</sup> Attempt *Safety and Quality* (QSEN section) sub score two year average equal to or greater than 850.

**ELA 4:** Nursing Process sub score on NCSBN NCLEX-RN Report will be equal to or greater than 40.

**ELA 5:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Provide comprehensive patient care appropriate to level of knowledge in compliance with clinical agency policy and procedure."

**ELA 6:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) the competency, "Demonstrate caring behaviors, modifying interventions to address actual and anticipatory physical, emotional, spiritual, and comfort needs."

**ELA 7:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) the competency, "Adapt nursing care and advocate for patient values, preferences, needs, and diversity."

- **Assessment Method:** Review HESI Exit 2<sup>nd</sup> Attempt scores
- **Assessment Method:** Review NCSBN NCLEX-RN Report
- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Frequency of Assessment:** Annually (December 2023)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

**ELA 8:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Utilize standardized protocols (such as pressure injury prevention, CAUTI, CLABSI, etc.) to improve patient outcomes."

**ELA 9:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Demonstrate core professional values (caring, altruism, autonomy, integrity, human dignity, and social justice)."

**ELA 10** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, “Comply with the Code of Ethics, Standards of Practice, and policies and procedures of Western Kentucky University School of Nursing, and clinical agencies.”

**ELA 11:** HESI Exit 2<sup>nd</sup> Attempt *Scope of Practice* (QSEN section) sub score two year average equal to or greater than 850.

**ELA 12:** HESI Exit 2<sup>nd</sup> Attempt *Legal/Ethical* (Sub-Specialty section) sub score two year average equal to or greater than 850.

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Assessment Method:** Review HESI Exit 2<sup>nd</sup> Attempt scores
- **Frequency of Assessment:** Every 2 years (September 2020)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

December 2024 - ELA 1-3 met with a two-year average for HESI Exit 2nd attempt greater than 850. ELA 4: Review of NCLEX-RN data for October 2022-March 2023 shows all areas above 40th percentile for Nursing Process except Assessment which was at 39. The Assessment score bears watching, but the drop is insignificant as last year it was 40. ELAs 5-10 met as are greater than 80% of NUR 257 students scoring a rating of 4 for the noted competency. ELA 11 and 12 not met. HESI Exam Scope of Practice (QSEN) scores fell below 850 for all 6 semesters except for Spring 2022. The two-year average fell below 850 to 836. The HESI Exam Legal/Ethical (Sub-specialty) scores fell below 850 except Fall 2021 and Spring 23. **Action:** Continue to track and trend data, especially for ELA 11 and 12. Seek other methods to evaluate these ELAs or evaluate if they are necessary and valid measurements for EOPSLO 1.

***EOPSLO 2: Incorporate clinical nursing judgement when prioritizing patient care.***

**ELA 1:** HESI Exit 2nd Attempt Clinical Judgment-Clinical Decision-Critical Thinking (Nursing Concepts section) sub score two year average equal to or greater than 850.

**ELA 2:** HESI Exit 2<sup>nd</sup> Attempt Nursing Judgement (NLN Education Competencies section) sub score two year average equal to or greater than 850.

**ELA 3:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, “Organize and prioritize nursing responsibilities and provide care in a timely manner.”

**ELA 4:** (Look at new NCLEX report after Next Gen NCLEX implemented to see if there is a nursing judgment score??)

- **Assessment Method:** Review HESI Exit 2<sup>nd</sup> Attempt scores
- **Frequency of Assessment:** Annually (December 2023)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

December 2023 - ELAs 1&2 are met as each have two-year average for HESI Exit V2 greater than 850. Summer 2023 is the first semester data was collected for ELA 3.

**Action:** Look at new NCLEX report after Next Gen NCLEX implemented to see if there is possibly a nursing judgement score for ELA 3. Continue to introduce NCSBN CJMM into NUR 155 and utilize throughout the program. Continue to collect and review data for ELA 3, 80% of NUR 257 students will achieve a rating of 4.0 for the competency, "Organize and prioritize nursing responsibilities and provide care in a timely manner."

***EOPSLO 3: Effectively communicate with patient and when collaborating with members of the inter-professional team.***

**ELA 1:** HESI Exit 2<sup>nd</sup> Attempt *Communication* (QSEN section) sub score two year average equal to or greater than 850.

**ELA 2:** HESI Exit 2<sup>nd</sup> Attempt *Member of Team* (QSEN section) sub score two year average equal to or greater than 850.

**ELA 3:** HESI Exit 2<sup>nd</sup> Attempt *Collaboration and Managing Care* (Nursing Concepts section) sub score two year average equal to or greater than 850.

**ELA 4:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Communicate changes in patient status to the inter-professional team."

**ELA 5:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Conduct patient care reports (hand-off communication) efficiently and effectively."

**ELA 6:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Provide assistance to team members to complete work efficiently when needed."

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form

- **Assessment Method:** Review HESI Exit 2<sup>nd</sup> Attempt scores
- **Frequency of Assessment:** Annually (December 2023)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

December 2023 - ELA 2 & 3 are met as each have two-year average for HESI Exit V2 greater than 850. ELA 1 is not met with a two-year average of 848. The score on HESI Exit 2nd attempt for Communication has been below 850 for the last three semesters.

ELA 4 not met. In Fall 21 and Summer 23, 80% students did not achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Communicate changes in patient status to the inter-professional team". In summer 23, the score fell just below 80% with a score of 79% for the competency "Communicate changes in patient status to the inter-professional team."

ELA 5 not met for Fall 21, Summer 22 and Fall 22 with less than 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Conduct patient care reports (hand-off communication) efficiently and effectively." but has improved in the last 2 semesters.

ELA 6 is met with 80% of the students achieved a 4 in the competency "Conduct patient care reports (hand-off communication) efficiently and effectively."

**Action:** Continue to talk with preceptors during phone contact about importance of students participating in handoff reports. Continue to reinforce handoff reporting and practice in clinical post conference.

***EOPSLO 4: Model accountability for nursing care given by self and/or delegated to others while seeking appropriate resources.***

**ELA 1:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Initiate requests for help when appropriate to situation."

**ELA 2:** 90% of NUR 209 students will achieve a rating of 3.0 (Often Exhibits) for the competency, "Demonstrate use of the five rights of delegation: right task, right circumstances, right person, right communication, and right supervision when applicable."

**ELA 3:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, "Assume responsibility for learning."

**ELA 4:** 80% of NUR 257 students will achieve a rating of 4.0 for the competency, “Accept individual responsibility and accountability for nursing interventions, outcomes, and other actions.”

**ELA 5:** 80% of NUR 257 students will achieve a rating of 4.0 for the competency, “Collaborate and delegate elements of care to the interprofessional healthcare team within the scope of practice.”

**ELA 6:** (Could look at delegation scores on NCLEX Report or HESI Exit Exam)

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Assessment Method:** Review NUR 209 Clinical Evaluation Tool
- **Frequency of Assessment:** Annually (January 2024)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

January 2024 - ELAs 1-4 met. ELA 5 was not met four of six semesters. Less than 80% of NUR 257 students achieved a rating of 4.0 for the competency, “Collaborate and delegate elements of care to the interprofessional healthcare team within the scope of practice” for Fall 21, Summer 22, Fall 22 and Spring 23. Faculty acknowledge the fact that many students are in areas that do not provide the opportunity for delegation such as ED and ICU. Practicum faculty will need to emphasize/clarify evaluation of delegation when speaking with preceptors. The Preceptor Orientation video was updated for Summer 2023 to improve preceptor understanding the evaluation of student performance. With improvement noted in Summer 2023 for ELA 5, will continue to monitor. **Action:** Practicum faculty to emphasize correct use of evaluation form with preceptors during phone calls. Particularly the use of “NO” when task not available for evaluation. Continue to incorporate interprofessional collaboration discussion in NUR 157. Look at delegation scores on new NCLEX Report and/or HESI Exit Exam reports for possible use measuring ELA 6 in the future.

***EOPSLO 5: Incorporate the role of teacher when providing patient care.***

**ELA 1:** HESI Exit 2<sup>nd</sup> Attempt *Teaching and Learning-Patient Education* (Nursing Concepts section) sub score two year average equal to or greater than 850.

**ELA 2:** 90% of NUR 209 students will achieve a rating of 3.0 (Often Exhibits) for the competency, “Incorporate information from assessment, diagnosis, planned interventions to identify the individual teaching needs of each patient.”

**ELA 3:** 80% of NUR 257 students will achieve a rating of 4.0 for the competency, “Perform teaching appropriate to developmental level, knowledge, and learning needs of the patient.”

- **Assessment Method:** Review HESI Exit 2<sup>nd</sup> Attempt scores
- **Assessment Method:** Review NUR 209 Clinical Evaluation Tool
- **Assessment Method:** Review NUR 257 Preceptor Input to Student Evaluation
- **Frequency of Assessment:** Annually (January 2024)
- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

January 2024 - ELAs 1-3 met. The two-year average for HESI Exit 2nd attempt is greater than 850. All NUR 209 students scored a rating of 3 or higher for the noted ELA 2 and 3 competencies. ELA 3 was added with new EOPSLO changes and Summer 23 is first semester data was collected. **Action:** No changes needed at this time.

***EOPSLO 6: Demonstrate a spirit of inquiry and examine the evidence that underlies clinical nursing practice to enhance quality and safety in health care.***

**ELA 1:** 90% of students will earn the IHI quality and safety certificate.

**ELA 2:** 80% of NUR 255 students completing the Spirit of Inquiry/EBP assignment will score at least 80%.

**ELA 3:** HESI Exit 2<sup>nd</sup> Attempt *Research and EBP* (QSEN section) sub score two year average equal to or greater than 850.

**ELA 4:** HESI Exit 2<sup>nd</sup> Attempt *Quality Improvement* (QSEN section) sub score two year average equal to or greater than 850.

- **Assessment Method:** Review NUR 255 Blackboard gradebook for student submission of IHI quality and safety certificate
- **Assessment Method:** Review NUR 255 end-of-semester report for Spirit of Inquiry Scores
- **Assessment Method:** Review HESI Exit 2<sup>nd</sup> Attempt scores
- **Frequency of Assessment:** Annually (January 2024)

- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

January 2024 - ELA 1 not met two of six semesters. In Fall 2021 84.4% earned the IHI quality and safety certificate and 88.6% in Fall 22. ELA 2 not met in the most recent two semesters. In Spring 2023 78.9% of NUR 255 students completed the Spirit of Inquiry/EBP assignment with a score of 80% or above and 71.1% in Summer 2023. ELA 3 met with a subscore 2-year average of 865 for the HESI Exit V2 Research and EBP section. ELA 4 met with a subscore 2-year average of 865 for the HESI Exit V2 Quality Improvement section. Regarding ELA 2, Spring 2023 was the first semester students were required to complete and expanded HESI Compass program which required an extensive amount of student time to complete. Faculty believe this to be a possible reason why the ELA was not met since Spring 2023 while it had not been an issue previous semesters. In addition, students typically do well on a similar assignment in the semester prior to NUR 255. Faculty discussed placement of assignment in the future, assignment instructions, and how better to present the differences between the NUR 255 Spirit of Inquiry assignment and the similar Spirit of Inquiry assignment students complete the semester prior in NUR 209. **Action:** NUR 255 faculty to send an announcement to students to highlight the differences in the NUR 255 Spirit of Inquiry assignment from the similar assignment students completed in NUR 209. NUR 255 faculty to move the Spirit of Inquiry assignment to earlier in the semester before HESI Compass assignments become so heavy.

***EOPSLO 7: Use information and communication technologies to coordinate patient care and support clinical decision making.***

**ELA 1:** 80% of NUR 257 students will achieve a rating of 4.0 (Consistently Exhibits) for the competency, “Utilize the electronic health record appropriately to obtain information and document responses to care where appropriate and available in the clinical setting.”

**ELA 2:** HESI Exit 2<sup>nd</sup> attempt Nursing Informatics (QSEN) sub score two year average equal to or greater than 850.

**ELA 3:** (See if new NCLEX report has a score that could be used)

- **Assessment Method:** Review NUR 257 Preceptor Input into Student Evaluation form
- **Assessment Method:** Review HESI Exit 2<sup>nd</sup> Attempt scores
- **Frequency of Assessment:** Annually (January 2024)



- **Person or Group Responsible:** Program Evaluation Committee
- **Report of Data Collection & Analysis:**

January 2024 - ELA 1 met for 5 of six semesters. All except Spring 23 semesters greater than 80% of students achieved a rating of 4.0 (Consistently Exhibits) for the competency, "Utilize the electronic health record appropriately to obtain information and document responses to care where appropriate and available in the clinical setting." Spring 23 score just below 80% with 79%. ELA 2 is met with a two-year average for HESI Exit 2nd attempt equal to 850. **Action:** Continue to monitor for trends. Evaluate new NCLEX report when it is available for a score that could be a possible ELA 3.