**SPE Standard 6**

**2018 Results to be reported with 2019 2020 SEP**

**MSN, Pre-licensure BSN, and RN to BSN Programs**

|  |
| --- |
| **End of Program Student Learning Outcomes and Program Outcomes** |
| **Plan** | **Implementation** |
| **Component** | **Assessment Method(s)** | **ELA** | **Frequency** | **Results of Data Collection and Analysis** | **Actions for Program Development, Maintenance, or Revision** |
| **EPSLO #1** | **Pre-licensure BSN****Assessment Point 1:**HESI Fundamentals Exam Subcategories (evaluation point 1; Sophomore level):Assessment [ELA met, 95%]Diagnosis [ELA met, 88%]Planning [ELA met, 97%]Implementation [ELA met, 93%]Evaluation [ELA met, 94%]**Assessment Point 2:**HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):Assessment [ELA met, 81.8%]Diagnosis [ELA met, 92%]Planning [ELA met, 87%]Implementation [ELA met, 88%]Evaluation [ELA not met, 85%] **RN to BSN Program** **Assessment Point 1**NUR 305 Nursing Care Plan assignment [Nursing Process; ELA met, 97%]**Assessment Point 2**NUR 410 Community Teaching Assignment [Nursing Process; ELA met; 94%] | 80% of students will meet the benchmark Benchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone RN-BSN students Assessment Point 1:MilestoneAssessment Point 2: Capstone  | Pre-licensure BSN:TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program  | **Pre-licensure BSN****Assessment Point 1 ELA met:****Mean % score: 93.4% of students achieved at or above intro level****Assessment Point 2 ELA met:** **(Mean % score): 86.76% of students achieved capstone level****RN to BSN Program** **Assessment Point 1 ELA met:****97% of students achieved milestone level****Assessment Point 2 ELA met: 94% of students achieved capstone level**  | Pre-licensure BSN:Maintenance**RN to BSN:** Maintenance  |
| **EPSLO #2** | **Assessment Point 1:**HESI Fundamentals Exam Subcategories(evaluation point 1; Sophomore level):Liberal Education for BSN Generalist [ELA met, 100%]Pathophysiology [ELA met, 88%]Nursing Interventions [ELA met, 99%]**Assessment Point 2:**HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):Liberal Education for BSN Generalist [ELA met, 90%]Pathophysiology [ELA met, 90%]Nursing Interventions [ELA met, 98%]**RN to BSN Program** **Assessment Point 1**NUR 318 Family Assessment[Theoretical and empirical knowledge; ELA met, 97%]**Assessment Point 2**NUR 427 Teaching Module[Theoretical and empirical knowledge; ELA met, 98%]  | 80% of students will meet the benchmarkBenchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone **RN to BSN** **Program:** Assessment Point 1: MilestoneAssessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program | **Assessment Point** **1 ELA met:****Mean % score: 95.6% of students achieved intro level****Assessment Point 2 ELA met:****(Mean % score): 92.6% of students achieved capstone level****RN to BSN Program** **ELA met:****97% of students achieved milestone level****ELA met:****98% of students achieved capstone level** | Pre-licensure BSN:Maintenance**RN to BSN Program:** Maintenance |
| **EPSLO #3** | **Assessment Point 1:**HESI Fundamentals Exam Subcategories(evaluation point 1; Sophomore level):Communication [ELA met, 80%]Teaching and Learning [ELA met, 94%]Interprofessional Communication [ELA met, 85%]**Assessment Point 2:**HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):Communication [ELA met, 83%]Teaching and Learning [ELA met, 81%]Interprofessional Communication [ELA met, 72%]**RN to BSN Program** **Assessment Point 1**NUR 400 Culture Presentation 100%**Assessment Point 2**NUR 427 Mass Media Campaign100%  | 80% of students will meet the benchmarkBenchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone **RN to BSN Program:** Assessment Point 1:MilestoneAssessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program | **Assessment Point 1 ELA met:****Mean % score: 86.3% of students achieved intro level****Assessment Point 2 ELA not met:****Mean % score: 78.6% of students achieved capstone level****RN-BSN Program** **Assessment Point 1 ELA met:****100% of students achieved milestone level****Assessment Point 2 ELA met:****100% of students achieved the capstone level** | Pre-licensure BSN:Maintenance**RN to BSN Program:** Maintenance |
| **EPSLO #4** | **Assessment Point 1:**HESI Fundamentals Exam Subcategories(evaluation point 1; Sophomore level):Designer/manager/coordinator of care [ELA met, 98%]Leadership for quality care and patient safety [ELA met, 95%]Systems/Team Function [ELA met, 98%]**Assessment Point 2:**HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):Designer/manager/coordinator of care [ELA met, 83%]Leadership for quality care and patient safety [ELA met, 93%]Systems/Team Function [ELA met, 79%; ELA NOT MET]**RN to BSN Program** **Assessment Point 1**NUR 305 Professional Concepts Paper[ELA met, 97%]**Assessment Point 2**NUR 418 Final Exam – includes multiple choice, true/false, fill in the blank and essay questions. [ELA met, 100%] | 80% of students will meet the benchmarkBenchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone **RN to BSN Program** Assessment Point 1:MilestoneAssessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program | **Assessment Point 1 ELA met:****Mean % score: 86.3% of students achieved intro level****Assessment Point 2 ELA met:****(Mean % score): 85% of students achieved capstone level****RN to BSN Program** **Assessment Point 1 ELA met:****97% of students achieved milestone level****Assessment Point 2 ELA met:****100% of students achieved capstone level** | Pre-licensure BSN:Maintenance**RN to BSN****Program:** Maintenance |
| **EPSLO #5** | **Assessment Point 1:**HESI Fundamentals Exam Subcategories(evaluation point 1; Sophomore level):Clinical Judgement/Clinical Decision/Critical Thinking [ELA met, 100%]Nursing Judgment [ELA met, 99%]**Assessment Point 2:**HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):Clinical Judgement/Clinical Decision/Critical Thinking [ELA met, 95%]Nursing Judgment [ELA met, 96%]**RN to BSN Program** **Assessment Point 1**NUR 333 Physical Assessment Skills Check-off[ELA met, 97%]**Assessment Point 2**NUR 427 Critical Issues Change Paper[Critical thinking/clinical reasoning; ELA met, 96%]  | 80% of students will meet the benchmarkBenchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone **RN to BSN Program** Assessment Point 1:MilestoneAssessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program | **Assessment Point 1** **ELA met:****Mean % score: 99.5% of students achieved intro level****Assessment Point 2 ELA met:****(Mean % score): 95.5% of students achieved capstone level****RN to BSN Program****Assessment Point 1** **ELA met:****97% of students achieved milestone level****Assessment Point 2 ELA met:****96% of students achieved capstone level** | Pre-licensure BSN:Maintenance**RN to BSN Program:** Maintenance |
| **EPSLO #6** | **Assessment Point 1:**HESI Fundamentals Exam Subcategories(evaluation point 1; Sophomore level):Evidence Based Practice [ELA met, 99%]Scholarship of Evidence Based Practice [ELA met, 94%]Research and Evidence BasedPractice [ELA met, 99%]**Assessment Point 2:**HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):Evidence Based Practice [ELA met, 97%]Scholarship for Evidence Based Practice [ELA met, 91%]Evidence Based Practice – Evidence [ELA met, 96%]Research and EBP [ELA met, 95%]**RN to BSN Program** **Assessment Point 1**NUR 416 Critical Appraisal Table of Research Studies[ELA met, 98%]**Assessment Point 2**NUR 416 Evidence Based Practice Paper[ELA met, 88%]  | 80% of students will meet the benchmarkBenchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone **RN to BSN Program** Assessment Point 1:MilestoneAssessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program | **Assessment Point 1 ELA met:****Mean % score: 98% of students achieved intro level****Assessment Point 2 ELA met:****(Mean % score): 94.75% of students achieved capstone level****RN to BSN Program** **Assessment Point 1 ELA met:****98% of students achieved intro level****Assessment Point 2 ELA met:****88% of students achieved milestone level**  | Pre-licensure BSN:Maintenance**RN to BSN Program:** Maintenance |
| **EPSLO #7** | **Assessment Point 1:**HESI Fundamentals Exam Subcategories(evaluation point 1; Sophomore level):Professional Behaviors/Professionalism [ELA met, 100%]Advocacy/Ethical and Legal Issues/Ethics [ELA met, 94%]Member of a Profession [ELA not met, 65%]Professional Identity [ELA met, 95%]Assessment Point 2:**HESI Exit 2 Exam** Subcategories (evaluation point 2; Senior level):Professional Behaviors/Professionalism [ELA met, 85%]Advocacy/Ethical and Legal Issues/Ethics [ELA not met, 86%]Member of a Profession [ELA met, 100%]Professional Identity [ELA not met, 68%]**RN to BSN Program** **Assessment Point 1**NUR305 Nurse Practice Act Paper[ELA met, 97%]**Assessment Point 2**NUR 418 Professional Issues Term Paper[ELA met, 98.6%] | 80% of students will meet the benchmarkBenchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone **RN to BSN Program** Assessment Point 1: MilestoneAssessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program | **Assessment Point 1** **ELA met:****Mean % score: 88.5% of students achieved intro level****Assessment Point 2 ELA not met:****(Mean % score): 84.75% of students achieved capstone level****RN to BSN Program** **Assessment Point 1 ELA met:****97% of students achieved milestone level****Assessment Point 2 ELA met:****98.6% of students achieved capstone level**  | **Development:**Pre-licensure BSN Program Instituted HESI Adaptive Quizzing for all Exit Exam concepts (Spring 2017)Ethics concepts reinforced along with assignment in NUR 326. **RN to BSN Program:**Maintenance |
| **EPSLO #8** | **Assessment Point 1:**HESI Fundamentals Exam Subcategories(evaluation point 1; Sophomore level):Scope of Practice [ELA met, 100%]Professional Issues [ELA met, 98%]Professionalism and Professional Values [ELA met, 92%]**Assessment Point 2:**HESI Exit 2 Exam Subcategories (evaluation point 2; Senior level):Scope of Practice [ELA not met, 81%]Professional Issues [ELA met, 96%]Professionalism and Professional Values [ELA met, 83%]**RN to BSN Program** **Assessment Point 1**NUR 305 Nurse Practice Act Paper[ELA met, 97%]**Assessment Point 2**NUR 427 Critical Issues Change Paper[ELA met, 93%]  | 80% of students will meet the benchmarkBenchmarks:Pre-licensure BSN students Assessment Point 1: IntroAssessment Point 2: Capstone **RN to BSN Program** Assessment Point 1: MilestoneAssessment Point 2: Capstone | TWICE during program (2nd semester sophomore and 2nd semester senior)**RN to BSN Program:**Twice during program | **Assessment Point 1 ELA met:****Mean % score: 96% of students achieved intro level****Assessment Point 2 ELA met:****(Mean % score): 86.6% of students achieved capstone level****RN to BSN Program** **Assessment Point 1 ELA met:****97% of students achieved milestone level****Assessment Point 2 ELA met:****93% of students achieved capstone level**  | **Development:**Pre-licensure BSN Program Instituted HESI Adaptive Quizzing for all Exit Exam concepts (Spring 2017)Introduced professionalism concepts in new NUR 200 course during the Fall 2017 semester.**RN to BSN Program:**Maintenance |
| **MSN EPSLO Evaluation** | **Assessment Method(s)** | **ELA** | **Frequency** | **Results of Data Collection and Analysis** | **Actions for Program Development, Maintenance, or Revision** |
| **EPSLO 1** | **Assessment point 1 (NUR 606 Core): Evidence Based paper** **[Formulates problem; Critically analyzes evidence; Evaluates solutions; Synthesizes literature and experience to develop a plan; ELA met for all components, 100%]****Assessment point 2 (NUR 619 NE; NUR 648 NA; NUR 695 FNP): Evidence Based Paper/project****[Formulates problem; Critically analyzes evidence; Evaluates solutions; Synthesizes literature and experience to develop a plan; ELA met for all components, 100%]**  | **80% of students will meet the benchmark****Assessment point 1: Capstone****Assessment point 2: Advanced** | TWICE during program  | **Assessment Point 1, ELA MET, 100%****Assessment Point 2, ELA MET, 100%** | **Maintenance** |
| **EPSLO 2** | **Assessment point 1: (NUR 618 NE; NUR 646 NA; NUR 624 FNP) Clinical Evaluation Tool****[Performs assessments in area of emphasis; Synthesizes data; Develops a plan; evaluates outcomes; ELA met for all components, 100%]****Assessment point 2: (NUR 619 NE; NUR 648 NA; NUR 695 FNP) Clinical Evaluation Tool****[Performs assessments in area of emphasis; Synthesizes data; Develops a plan; evaluates outcomes; ELA met for all components, 100%]**  | **80% of students will meet the benchmark****Assessment point 1: Capstone****Assessment point 2: Advanced** | TWICE during program | **Assessment Point 1, ELA MET, 100%****Assessment Point 2, ELA MET, 100%** | **Maintenance** |
| **EPSLO 3** | **Assessment point 1: (NUR 618 NE; NUR 642 NA; NUR 624 FNP) Clinical Evaluation Tool****[Demonstrates knowledge, Performs specialized role (area of emphasis), Evaluates role; ELA met for all components, 100%****Assessment point 2: (NUR 619 NE; NUR 648 NA; NUR 695 FNP) Clinical Evaluation Tool****[Demonstrates knowledge, Perform specialized role (area of emphasis), Evaluates role; ELA met for all components, 100%** | **80% of students will meet the benchmark****Assessment point 1: Capstone****Assessment point 2: Advanced** | TWICE during program | **Assessment Point 1, ELA MET, 100%****Assessment Point 2, ELA MET, 100%** | **Maintenance** |
| **MSN Certification Pass Rates (2017 graduates; reported in spring 2018)** | **Aggregate**: 87.5% **Disaggregated by exam:** ANCC: 88.24% AANPCB: 73%**Disaggregated by Cohort:**Huntington: 89%MOVC: 66.6%Charleston: 91.66%Beaver: 100%Bluefield: 100%**PMC Aggregate: 60%**Huntington: 0% (n = 2)Charleston: 100% (n = 2)Beaver: 100% (n = 1)**Nurse Midwife: No students****Psychiatric Mental Health FNP: 100%** | 80% pass rate for first time testers | Yearly | MOVC cohort contributed to ELA underachievement at 66.66%.PMC results below ELA as well. | There is some evidence to suggest that PMC students have also contributed to decline in aggregate certification pass rate:Faculty are reviewing admission criteria for PMC students and are mapping curriculum to ANCC and AANPCB test plans.  |
| **MSN Completion Rates (2017 graduates/started MSN program 2013)** | **Aggregate:** 76%**Disaggregated Data**:**FNP:**Huntington: 90%MOVC: 75%Charleston: 86%Beaver (Beckley): 66%Bluefield: 50%**NA: 66%****NE: 50%** | ELA 60% | Yearly | Small numbers (1-3 or 4) of students in some cohorts contribute to low disaggregated rates.Students report they do not complete as a result of personal obligations rather than program requirements. | Maintenance |
| **MSN Job Placement Rate** | Aggregate: 81.25%Response rate: 42.1% | ELA 90% | Yearly | Aggregated data suggests job placement rate is declining. | MaintenanceThis is the first time the job placement rate is below ELA. Track to determine if this is a trend. It may have implications for the new DNP program. |
| **NCLEX Licensure Exam Pass Rate (Aggregate)** | 98.38% | ELA: 80% | Ongoing (May graduates) until final report in Jan/Feb the following year | ELA met | MaintenanceContinue previous curricular interventions |
| **Main Campus (Huntington)** | 98.31%58 of 59 | ELA: 80% | Ongoing (May graduates) until final report in Jan/Feb the following year | ELA met | MaintenanceContinue previous curricular interventions |
| **MOVC (Point Pleasant Location)** | 100%3 of 3 | ELA: 80% | Ongoing (May graduates) until final report in Jan/Feb the following year | ELA met | MaintenanceContinue previous curricular interventions |
| **Program Completion (Pre-licensure and RN-BSN) (Aggregate)** | 70% (ACEN REPORT)Actual Prelicensure aggregate 72.3% | ELA: 65%Rationale for ELA: based on historical data | Yearly  | ELA met | Maintenance |
| **Main Campus (Huntington)** | 72.2%57 of 79 | ELA: 70%Rationale for ELA: based on historical data | Yearly | ELA met | Maintenance |
| **MOVC (Point Pleasant Location)** | 75%3 of 4 | ELA: 70%Rationale for ELA: based on historical data | Yearly | ELA not metLow number (5-10 begin program) of students contribute to lower percentage | Maintenance |
| **RN to BSN Online program option** | Fall 2017: Aggregate: 73.3%Option A: 67% (8 of 12)Option B: 86% (6 of 7)Option C: 73% (8 of 11)Spring 2018: Aggregate: 69% (29 of 42)Disaggregated:Option A: 42% (5 of 12)Option B: 69% (9 of 13)Option C: 88% (15 of 17) | ELA: 50%Rationale for ELA:RN-BSN students typically are employed while attending school and often ‘drift away’ from study.ELA is based on previous historical data. | Yearly | ELA met | Maintenance |
| **Job Placement Rate** | 93.75% Response rate: responses / 124 total graduates (aggregate Pre-licensure and RN to BSN program options from Dec 17 and May 2018 graduates) | ELA: 90%ELA Rationale: Job opportunities for local Pre-licensures has been very good. RN-BSN option students represent a varied nationwide picture of job opportunities but have traditionally had high employment rates. | Yearly (6 months post-graduation survey) | ELA met | Maintenance |