

MSN Standard 6: SPE Evaluation

2019-2020

Program evaluation demonstrates that students have achieved each end-of-program student learning outcome and each program outcome.

There are School of Nursing (SON) program outcomes and End of Program student learning outcomes:

SON Program Outcomes

- **Outcome #1:** 80% of School of Nursing students will graduate from their programs within 150% of the stated length of the program.
- **Outcome #2:** 80% of School of Nursing graduates seeking employment will be involved in role related professional practice within 6-12 months of graduation as reported on the *SON Alumni Survey*
- **Outcome #3: 80%** of those students who take certification exams will pass on the first attempt

SON Outcomes will be measured annually through the following methods:

- **Program Completion Rates**
- **Employment rates 6 months after graduation**
- **MSN-NP annual APRN Certification rates DOPL licensure**
- **Tracking and Trending of MSN Educator and Executive who choose to take role specific certification examinations**

Annie Taylor Dee SON End of Program Student Learning Outcomes:

- **Patient-centered Care:** Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patients' preferences, values, and needs.
- **Teamwork and Collaboration:** Function effectively within nursing and inter-professional teams, fostering communication, mutual respect, and shared decision-making to achieve quality patient care.
- **Evidence-based Practice:** Integrate best current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.
- **Quality Improvement:** Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems, including participating in healthcare policy.
- **Patient Safety:** Minimize risk of harm to patients and providers through both system effectiveness and individual performance.
- **Informatics:** Use information and technology to communicate, manage knowledge, mitigate error, and support decision-making.

The **MSN** End of Program Student Learning Outcomes (EOPSLO) will be measured annually through the following methods:

- Refer to Course Maps (Standard 4) for alignment of Course outcomes/units and assignments to SON/Program Student Learning Outcomes.
- Student will report obtainment of MSN End of Program Student Learning Outcomes at or above a 3.0/5.0 on the EOP Survey
- 90% of students will receive a minimum on a B- or above for aggregate coursework (**Course Grades**)

Systematic plan for program (SPE) evaluation tool reports aggregated data, analysis of data, and program responses to the evaluation data with reference to ongoing program development, maintenance, or revision will be completed maintained and annually by October of each year.

End-of-program Student Learning Outcomes and Program Outcomes							
PLAN				IMPLEMENTATION			
Component	Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement		Analysis and Actions for Program Development, Maintenance, or Revision	
EPSLO #1: Patient-centered Care: Create and direct collaborative patient care environments that promote the development of nursing expertise that includes the patient perspective.	End of Program Survey	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question # 15	Yearly at the conclusion of Spring Semester (June).	Concentration	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale.	Return Rate % Actual Count/Total Number of Students ELA 70%	
				MSN-NP		4.5	14/18 78%
				MSN Educator		No data	No data
						Executive n=10 Educator n=9 FNP n=18 Need to ensure that EOP data is gathered in CHI tester for each emphasis Response rate on the 2019-2020 EOP survey: ALL: 88.89% Executive: 100% Educators: no data FNP: 78% See table:	

				MSN Executive	4.67	9/9 100%	https://weberstate.box.com/s/jhut48xjirteq5r1pkrxvc8r6owrlkd5
<p>EPSLO #2: <u>Teamwork and Collaboration:</u></p> <p>Apply advanced communication strategies to support high-functioning interdisciplinary teams that support high quality, safe patient care.</p>	End of Program Survey	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #16	Yearly at the conclusion of Spring Semester (June).	Concentration	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale.		All results well above ELA with minimal variation since 2017.
				MSN-NP	4.43	14/18 78%	See table: https://weberstate.box.com/s/jhut48xjirteq5r1pkrxvc8r6owrlkd5
				MSN Educator	No data	No data	
				MSN Executive	4.78	9/9 100%	
<p>EPSLO #3: <u>Evidence-based Practice:</u></p> <p>Evaluate available evidence, expert opinion, and patient preferences to determine best practice. Evaluate the feasibility and appropriate evaluation methods for planned EBP interventions.</p>	End of Program Survey	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question # 17	Yearly at the conclusion of Spring Semester (June).	Concentration	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale.		All results well above ELA with minimal variation since 2017.
							See table: https://weberstate.box.com/s/jhut48xjirteq5r1pkrxvc8r6owrlkd5

				MSN-NP	4.43	14/18 78%	
				MSN Educator	No data	No data	
				MSN Executive	4.78	9/9 100%	
<p>EPSLO #4: <u>Quality Improvement:</u></p> <p>Develop policies and processes based on identification of best practice that improve the quality and safety of nursing care provided by health care systems.</p>	End of Program Survey	<p>Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale.</p> <p>Question #18</p>	Yearly at the conclusion of Spring Semester (June).	Concentration	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale.		<p>All results well above ELA with minimal variation since 2017.</p> <p>See table: https://weberstate.box.com/s/jhut48xjirteq5r1pkrxvc8r6owrlkd5</p>
				MSN-NP	4.43	14/18 78%	
				MSN Educator	No data	No data	
				MSN Executive	4.67	9/9 100%	
<p>EPSLO #5: <u>Patient Safety:</u></p> <p>Incorporate patient safety principles into the development of comprehensive patient</p>	End of Program Survey	<p>Student assessment of an average score of at least 3.0/5.0 on a 5 point</p>	Yearly at the conclusion of Spring Semester (June).	Concentration	Student assessment of an average score of at least 3.0/5.0 on		<p>All results well above ELA with minimal variation since 2017.</p> <p>See table: https://weberstate.box.com/s/jhut48xjirteq5r1pkrxvc8r6owrlkd5</p>

safety goals and safety education for nurses.		Likert scale. Question # 19			a 5 point Likert scale.		
				MSN-NP	4.43	14/18 78%	
				MSN Educator	No data	No data	
				MSN Executive	4.78	9/9 100%	
EPSLO #6: Informatics: Formulate policies, processes, and/or educational plans that leverage information technology to optimize information management, reduce errors, and support clinical decision-making.	End of Program Survey	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #20	Yearly at the conclusion of Spring Semester (June).	Concentration	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale.		All results well above ELA with minimal variation since 2017. See table: https://weberstate.box.com/s/jhut48xjirteq5r1pkrxvc8r6owrlkd5
				MSN-NP	4.36	14/18 78%	
				MSN Educator	No data	No data	
				MSN Executive	4.56	9/9 100%	
Role Specific Competencies – Educator Track							

<p><u>RSC #1: Patient Centered Care</u></p> <p>Design level-appropriate contemporary program outcomes and curricula that prepare graduates to function effectively in the healthcare environment with a focus on the patient.</p>	<p>NRSRG 6700 Residency Clinical Evaluation</p>	<p>MSN Educator Residency – MSN 6700 (90 hours)</p> <p>Completed by every MSN student</p> <p>ELA 85%</p>	<p>After specified course and at end of program</p>	<p>The 85 hours residency will be increased to 90 hours per the calculation for clinical-3hrs/week/credit (2) x 15 weeks = 90</p> <p>Fall 2019 9/9=100%</p> <p>Overall satisfaction: 4.78/5.0</p>	<p>See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii</p> <p>Capstone experience designed to give students the opportunity of working with distinguished preceptors and implementing role specific competencies and theory in the clinical or academic setting.</p> <p>Educator preceptor evaluations of students are consistently high on end of course evaluations. Mid-term evaluations are occasionally lower but consistently demonstrate improvement by the end of the course.</p> <p>Consistently high data for MSN 6700 since course beginning</p>
<p><u>RSC #2: Teamwork & Collaboration</u></p> <p>Participates in interdisciplinary efforts to contribute to the professional standing of nursing and address the healthcare education needs in local, national and international arenas.</p>	<p>NRSRG 6140 Community Health Program Development</p>	<p>Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation.</p> <p>ELA 85%</p>	<p>After specified course and at end of program</p>	<p>Taught Fall 2020</p> <p>Overall satisfaction:</p>	<p>See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii</p>

<p><u>RSC #3: Evidence-Based Practice (EBP)</u></p> <p>Evaluate available evidence, expert opinion, and patient preferences to determine best practice. Evaluate the feasibility and appropriate evaluation methods for planned EBP interventions.</p>	<p>NRSG 6803 MSN Educator project paper</p>	<p>Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation.</p> <p>ELA 85%</p>	<p>After specified course and at end of program</p> <p>100% of students will complete their project on time</p>	<p>Spring 2020 12/12 =100% Fall 2019 12/12=100%</p> <p>Overall satisfaction: 4.78/5.0</p>	<p>See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii</p> <p>ELA Met</p>
<p><u>RSC #4: Quality Improvement</u></p> <p>Incorporates quality improvement strategies in the development and evaluation of educational programs.</p>	<p>NRSG 6560 Educator – Teaching Portfolio</p>	<p>Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation.</p> <p>ELA 85%</p>	<p>After specified course and at end of program</p>	<p>Spring 2020 12/12=100%</p> <p>Overall satisfaction: 4.78/5.0</p>	<p>See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii</p> <p>ELA met</p>
<p><u>RSC #5: Patient Safety</u></p> <p>Incorporates national patient safety resources that promote patient and provider safety in the practice arena.</p>	<p>NRSG 6150 Educators- Assignment TBD (Taught Summer 2021)</p>	<p>Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation.</p>	<p>After specified course and at end of program</p>	<p>NRSG 6150 Educators-Assignment TBD (Taught Summer 2021)</p> <p>Overall satisfaction:</p>	<p>See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii</p> <p>ELA met</p>

		ELA 85%			
RSC #6: <u>Informatics</u> Utilizes information technology to support educational practice and incorporates the use of informatics to improve quality healthcare and innovative teaching.	NRSRG 6170 Educators-Simulation/ Online course creation	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation. ELA 85%	After specified course and at end of program	Spring 2020 12/12=100% Fall 2019 12/12=100% Overall satisfaction: 4.78/5.0	See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii ELA met
Role Specific Competencies – Executive Track					
RSC #1: <u>Patient-Centered Care</u> Design and establish the professional practice environment and associated staffing that support interdisciplinary roles, innovative workflow models, and patient-centered care	MSN 6400 Preceptor evaluation of residency student MSN 6400 Course Evaluation Tool	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation. ELA 85%	After specified course and at end of program	Fall 2019 11/11= 100% Overall satisfaction: 4.78/5.0	See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii ELA met
RSC #2: <u>Teamwork & Collaboration</u> Design high functioning interdisciplinary care teams and lead	NRSRG 6140 Community Health Program Development	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale.	After specified course and at end of program	Taught Fall 2020	See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii

initiatives to improve patient care		Question #3 on Course Evaluation. ELA 85%			
RSC #3: Evidence-Based Practice (EBP) Establish standards utilizing evidence based practice as the foundation of nursing practice and patient care delivery	NRSRG 6803 MSN Executive project paper	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation. ELA 85%	After specified course and at end of program	Spring 2020 17/17=100% Fall 2019 17/17=100% Overall satisfaction: 4.78/5.0	See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii ELA met
RSC #4: Quality Improvement Develop efficient patient care models and policies that ensure high quality care and compliance with regulatory requirements	NRSRG 6300 Patient Safety and Risk Issues in Patient Care Delivery	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation. ELA 85%	After specified course and at end of program	Spring 2020 17/17=100% Overall satisfaction: 4.78/5.0	See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii ELA met
RSC #5: Patient Safety Develop a culture of safety inclusive of the interdisciplinary care team, the patient, and	NRSRG 6255 Executives-Quality & Safety Analysis	Student assessment of an average score of at least 3.0/5.0 on a 5 point	After specified course and at end of program	Overall satisfaction: 4.78/5.0	See table: https://weberstate.box.com/s/3yr3l650kcxtcrb2qze4yt3kj98mmiii ELA met

the family. Incorporate transparency and provide tools and resources for the creation of a safe culture		Likert scale. Question #3 on Course Evaluation. Preceptor evaluation of residency student/ ELA ¾ on Patient Safety ELA 85%			
RSC #6: Informatics Recommend and optimize information technologies to support evidence based nursing practice, clinical decision making, and administrative functions	NRSNG 6180 Executives-Knowledge Development in Healthcare	Student assessment of an average score of at least 3.0/5.0 on a 5 point Likert scale. Question #3 on Course Evaluation. ELA 85%	After specified course and at end of program	Spring 2020 15/15=100% Overall satisfaction: 4.78/5.0	See table: https://weberstate.box.com/s/3yr31650kcxtcrb2qze4yt3kj98mmiii ELA met
Exam Pass Rate+ <i>Certifications</i> Certified Nurse Educator Nurse Executive (NE-BC)	Certified Nurse Educator (CNE) Nurse Executive (NE-BC) For FNP students: ANCC and AANP; students can	ELA: 80% pass rate for first time test takers	Data collected by program secretary via telephone and email	MSN-NP Graduate Performance on Licensure Examination <u>2020 (2018 Cohort)</u> n= 15/18(as of July 2020) <u>2019 (2017 Cohort)</u> 96%	ELA Met

	choose either organization. Recommended to take as soon as they are eligible			<p>n= 28/29(as of July 2020)</p> <p>28 Students Registered for AANP</p> <p>1 Student Registered for ANCC</p> <p><u>2018 (2016 Cohort)</u></p> <p>100%</p> <p>n=20/20</p> <p>AANP Certification</p>	
Program Completion Rate++	Yearly via data gathered by program directors	ELA: 80% of MSN Students have graduated within 150% of stated length of the program.	MSN: Students are tracked individually to determine completion.	2019-2020 academic year 18/19 = 94.74% of MSN Students have graduated within 150% of stated length of the program.	See program completion data table https://weberstate.box.com/s/t0sz23q0rft6y81lu63bf8xs912jplfm
Job Placement Rate	Alumni Survey sent 6 months following graduation	ELA: 80% of MSN students will be employed to their desired level of employment within six months		<p>N=16</p> <p>100% currently employed full or part time in nursing</p> <p>13/16 employed where they hoped to work after graduation (81.25%)</p>	See Alumni Survey https://weberstate.box.com/s/m5nvxwnr8ul8boi4bhykq80cbq8ihr32

		following graduation.		13/16 employed at a position that requires current level of education (81.25%)	
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