

Midland University – School of Nursing
STANDARDIZED ANNUAL REPORT OUTLINE, Submitted Spring 2022

Department/ Program: School of Nursing (SON)
Program Learning Outcomes Data and Analysis 2017-2022

Program Learning Outcome / End of Program Student Learning Outcome (EOP SLO)	Artifact: Assessment Method(s)	Assessment: Evidence/Data/Findings	Use of Results
1. Synthesize knowledge from the arts and sciences as a basis for professional nursing decisions.			
1. Synthesize knowledge from the arts and sciences as a basis for professional nursing decisions.	2017-2018 NUR 425 Professional Concepts: Resume & Cover Letter Assignment 2018-2019, 2019-2020, 2020-2021, NUR 465 Population Focused Care Project Presentation Use of critical thinking, collaboration and teamwork to create a Population Focused Care Project to deliver evidence-based, safe, quality care to communities and/or populations.	2017-2018 Goal/ELA met. 2018-2019 Goal/ELA met; 100% (22/22) of students achieved an 80% or higher. 100% achieved a 100% (Mastery). 2019-2020 Goal/ELA met; 100% achieved an 85% or higher. 75% (12/16) achieved Mastery level. 25% (4/16) achieved Proficiency at 88%. 2020-2021 Goal ELA Met: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with PLO 1 100% of students (18/18) got an 85% or higher on the corresponding sections of the rubric.	2019-2020, 2020-2021- Goal/ELA 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome. In 17-18, the Goal/ELA was met for this outcome. The artifact was changed to better align with assessment of the PLO/EOP-SLO. In 18-19, the Goal/ELA was met with this artifact, improved guidelines and four level rubrics. In 19-20, the Goal/ELA was met. In 20-21, the Goal/ELA was met. <u>Trend Analysis:</u> Over the past four years the data analyzed indicates that students are demonstrating the attainment of EOP SLO #1. The development of a four-level rubric; beginning, developing, proficient, and mastery, along with clear assignment guidelines have been improvements in the assessment of the artifact. In 20-21, corresponding alignment of the rubric with the EPSLO was achieved. <u>Action Plan for 2021-2022:</u> Maintain this artifact and assessment. Title will be changed to Presentation of the Summary and Analysis

	<p>2021-2022 Name change for artifact. Presentation of the Summary and Analysis of the Population Focused Care Project</p>	<p>2021-2022 Goal/ELA: 90% will achieve an 89% or higher (Mastery) on the rubric component aligned with the outcome.</p>	<p>of the Population Focused Care Project to more accurately reflect the assignment.</p> <p>FINDINGS: ELA Met -100% of students (13/13) achieved an 89% or higher (Mastery) on the rubric component aligned with the outcome.</p> <p>TREND: Over the past two years, students consistently meet with ELA for Proficient or Mastery ratings on the corresponding section of the grading rubric which aligns with the outcome. Even as the ELA has been more rigorous, students are doing exceedingly well on the overall presentation. This is due to the fact that feedback is given along the way during the course assignments which are analyzed by the students in the presentation. Students are also given feedback on the presentation by their clinical instructor prior to presenting it to their peers and others. This presentation is the third given by student teams as a way to refine their speaking skills prior to graduation.</p> <p><u>Action Plan for 2022-2023:</u> The ELA will be written as 90% (Mastery) will achieve a 92% or higher on the rubric component aligned with the outcome.</p>
<p>1. Synthesize knowledge from the arts and sciences as a basis for professional nursing decisions.</p>	<p>2017-2018 NUR 476R Orientation Assignment</p> <p>2018-2019, 2019-2020, 2020-2021, RN to BSN NUR 476R Population Focused Care Project Online Presentation for Peer Review</p> <p>Use of critical thinking, collaboration and teamwork to create a</p>	<p>2017-2018 Goal/ELA met. 11 of 12 students (92%) achieved an 80% or higher</p> <p>2018-2019: 75% of students achieved an 90% or higher. 75% (3/4) achieved a Mastery level and 25% (1/4) achieved a Proficiency level (88% for assignment score).</p> <p>2019-2020 Goal/ELA met. 91% (10/11) achieved a 90% or higher. 91% (10/11) achieved Mastery level. 9% (1/11) achieved Proficiency with an 82% score.</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</p> <p>In 17-18, the Goal/ELA was met for this outcome. The artifact was changed to better align with assessment of the PLO/EOP-SLO.</p> <p>In 18-19, the Goal/ELA of 90% would achieve a 90% was not met. Discussions in the SON determined this goal was set higher than the traditional BSN student expectations. The assignment guidelines and rubric (4 level) were used for the first time. Based on SON faculty analysis and decisions to use four level rubrics with Proficient as the expected level of achievement at 80%, the Goal/ELA was evaluated and adjusted for the subsequent year.</p> <p>In 19-20, the Goal/ELA was met.</p> <p>In 20-21, the Goal/ELA was met</p>

	<p>Population Focused Care Project to deliver evidence-based, safe, quality care to communities and/or populations.</p> <p>2021-2022 Artifact Name Change: Peer Review of the Summary and Analysis of the Population Focused Care Project</p>	<p>2020-2021 Goal/ELA met. 10% (1/10) achieved Proficient and 90% (9/10) achieved Mastery.</p> <p>2021-2022 Goal/ELA: 100% of students will achieve an 89% score or higher (Mastery) on the rubric component aligned with the outcome.</p>	<p><u>Trend Analysis:</u> Previous and current analysis of the data indicates that students are demonstrating the attainment of the EOP SLO #1. The development of a four level rubric (beginning, developing, proficient, and mastery) along with clear assignment guidelines have been improvements in the artifact over the past two years.</p> <p><u>Action Plan for 2021-2022:</u> Maintain this artifact and assessment. Change title to Peer Review of the Summary and Analysis of the Population Focused Care Project to more accurately reflect the assignment.</p> <p>FINDINGS: ELA not met. 23% (3/13) achieved a Proficiency rating and 70% (9/13) achieved Mastery. The title of the assignment was not changed as planned.</p> <p>TREND: While this project has scored well over the past several years, it is difficult to achieve 100% of a desired level of performance. Three students experienced personal issues or COVID-related issues that prevented them from achieving Mastery. Four-level rubric continues to be effective for grading/scoring.</p> <p><u>Action Plan for 2022-2023:</u> Maintain assignment and change title to Summary and Analysis of the Population Focused Care Project for Peer Review. Rewrite ELA to 90% of students will achieve Proficient or Mastery rating on the rubric component aligned with PLO 1.</p>
<p>2. Incorporate leadership concepts in promoting safe, high-quality care with a focus on continual evaluation and improvement within a variety of organizations and systems.</p>			
<p>2. Incorporate leadership concepts in promoting safe, high-quality care with a focus on continual evaluation and improvement within a variety of</p>	<p>2017-2018 NUR 415 STTI Leadership Module Assignment: Patient Safety in the Health Care Workplace 2018-2019, 2019-2020, 2020-2021 NUR 415/NUR 416</p>	<p>2017-2018: Goal/ELA was met. Thirty-two (32) out of 32 (100%) students achieved a C+ or higher on the STTI module quiz.</p> <p>2018-2019: Goal/ELA was met. 100% of students achieved an 85% or higher on the Final Exam Disaster Drill. 96% (24/25) achieved Mastery; 1 student achieved Proficient.</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</p> <p>Evaluation of artifacts in 2017-2018 indicated the need to improve the artifact assessing this PLO/EOP-SLO. In 2018-2019 and 2019-2020 the new artifact was in better alignment with the PLO/EOP-SLO. A four-level rubric was incorporated in 18-19 and continued to be refined in 19-20. PLAN OF ACTION: Ensure portions of the rubric criteria are specifically aligned with the PLO/EOP-SLO.</p>

			<p>manage logistical and supply concerns. All students had the opportunity to lead an activity or direct preparation/execution, research supplies needed and acquire same, and schedule activities. Activities Director at facility indicated that this was the best attended and executed "visit" the facility has had during her tenure.</p> <p>TREND & ANALYSIS: Over the past 4 years, students have consistently met the ELA. 100% of students have earned Proficiency or higher; number of students achieving Mastery has ranged from a high of 100% to a low of 87.5%. [Recommend the ELA remain 85% of students will achieve Mastery.]</p> <p><u>Action Plan for 2022-2023:</u> Continue to be flexible with this final "exam" format: recognize student and situational needs and respond accordingly, while meeting the intent of the learning objective.</p>
<p>2. Incorporate leadership concepts in promoting safe, high-quality care with a focus on continual evaluation and improvement within a variety of organizations and systems.</p>	<p>2017-2018, 2018-2019 NUR 415R STTI Leadership Module Assignment: Patient Safety in the Health Care Workplace</p> <p>2019-2020, 2020-2021, 2021-2022 NUR 415R Mission, Visions, and Values Assignment</p>	<p>2017-2018 Goal/ELA was met. Eight (8) of 8 students (100%) achieved a C+ or better score on the post module quiz.</p> <p>2018-2019: Goal/ELA met. 85% (6/7) met the Goal/ELA. 85% (6/7) achieved Mastery; 15% (1/7) achieved Proficient.</p> <p>2019-2020: Goal/ELA met. 100% (6/6) met the Goal/ELA. 83% (5/6) achieved Mastery; 17% (1/6) achieved Proficient.</p> <p>2020-2021 Goal/ELA met. 100% (9/9) of students achieved an 80% Proficient or higher.</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</p> <p>The Goal/ELA was met for the past four years providing evidence that students are demonstrating attainment of PLO/EOP-SLO #2. In 17-18 and 18-19, the Goal/ELA was met. The artifact in this RN to BSN course was based on the STTI Modules for nursing leadership. In 18-19, the artifact was reevaluated. According to faculty analysis of artifacts: "Students were given the grade they earned on the first attempt of the quiz at the end of the module. While this assignment adequately matched the PLO/EOP-SLO, it was difficult to fully determine if the students were able to apply the information they learned in the module (beyond just passing the quiz at the end). For future semesters, a new assignment will be created that very closely matches the PLO/EOP-SLO and that demonstrates application of criteria from the BSN Essentials regarding this PLO/EOP-SLO."</p>

		<p>2021-2022 Goal/ELA: 95% of students will score Proficient rating or higher</p>	<p>In 19-20, the assignment guidelines and rubric (4 level) were used for the first time. In 2019-2020 Goal/ELA was met In 2020-2021 Goal/ELA was met. <u>Trend Analysis:</u> Previous and current analysis of the data indicates that this assignment aligns with the EOP SLO and that students are demonstrating the attainment of the EOP SLO #2. <u>Action Plan for 2021-2022:</u> Maintain assignment and develop a section of the rubric that corresponds to the SLO adjust the ELA to 95% of the students achieve a Proficient rating or higher.</p> <p>FINDINGS: ELA not met. 92% of students (11/12) achieved a Proficient rating or higher on the rubric component that aligns with the PLO. 8% (1/12) achieved a Developing rating on the rubric component that aligns with the PLO. A grading rubric was developed with a section of the rubric that corresponds to PLO 2. TREND: Consistently high scores have been achieved on the assignment as a whole over the past several years. Personal issues prevented a student from achieving a Proficient or higher score. Online students who were finishing up their senior-level courses were consistently challenged by their workloads during COVID. <u>Action Plan for 2022-2023:</u> Maintain assignment and continue grading rubric with a section to measure PLO 2 specifically. Due to the nature of the work environment, the ELA will be maintained for another year. 95% of students will score Proficient rating or higher.</p>
3. Integrate nursing research and evidenced-based practice into professional nursing practice.			
3. Integrate nursing research and evidenced-based practice into professional nursing practice.	<p>2017-2018, 2018-2019 NUR 405 PICO Paper</p> <p>2019-2020, 2020-2021 NUR 405</p>	<p>2017-2018: Goal/ELA met. 29/29 students (100%) achieved a score of C+ or better.</p> <p>2018-2019: Goal/ELA met. 100% (22/22) achieved a 77% or better on the assignment</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome. The Goal/ELA has been met for the past four years providing evidence that students are demonstrating attainment of PLO/EOP-SLO #3. In 17-18, the Goal/ELA was 80% would receive a C+ or better.</p>

3. Integrate nursing research and evidenced-based practice into professional nursing practice.	NUR 415R 2017-2018 NUR 415R STTI – Patient Safety in the Health Care Workplace; STTI – Using Evidence to Guide Decision Making and Management Practices	2017-2018: Goal/ELA not met. 8/8 (100%) achieved 80% or better score on STTI –Patient Safety in the Health Care Workplace post module quiz; however, only 4/8 (50%) of class scored 80% or better score on STTI –Using Evidence to Guide Decision Making and Management Practices post-module quiz.	2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome. In 17-18 and 18-19, the Goal/ELA was 80% would receive a C+ or better. In 18-19, the Goal/ELA was not met. Actions taken following this result: Students were given the grade they earn on the first attempt of the quiz at the end of the module. While this assignment adequately matches the PLO/EOP-SLO, it is difficult to fully determine if the students are able to apply the information they learn in the module (beyond just passing the quiz at the end). For future semesters, a new assignment will be created that closely matches the PLO/EOP-SLO and that demonstrates application of criteria from the BSN Essentials regarding this PLO/EOP-SLO.
	2018-2019 NUR 415R STTI-Using Evidence to Guide Decision-Making and Management Practices	2018-2019: Not Met. 71% (5/7) met the Goal/ELA of C+ or higher on the assignment. 42% (3/7) achieved Mastery; 29% (2/7) achieved Proficient; and 29% (2/7) achieved Developing.	In 19-20, Goal/ELA met. This is a new assignment but will be used in future semesters as it matches the PLO/EOP-SLO and is graded using rubrics with the 4 levels.
	2019-2020, 2020-2021, 2021-2022 NUR 415R Nursing Leading the Way with Technology	2019-2020: Goal/ELA met. 67% (4/6) achieved Mastery. 33% (2/6) achieve Proficient.	PLAN OF ACTION: Will investigate to determine if entire assignment meets the PLO/EOP-SLO or if (and what) portion of the assignment meets the PLO/EOP-SLO. The development of four level rubrics improved and artifacts were analyzed as to their alignment with assessing the PLO/EOP-SLO, the artifact was changed to better assess the student’s attainment of the PLO/EOP-SLO.
		2020-2021 Goal/ELA met. 11% (1/9) achieved a Developing score and 89% (8/9) achieved Proficient or Mastery.	In 2020-2021 Goal/ELA met. This was the second year using the improved assignment to align with EOP SO #3. <u>Trend Analysis:</u> Shifting away from using modules with the RNs improved assessment of EOP SLO #3. A new assignment aligns with EOP-SLO #3. For two years the students demonstrate meeting EOP SLO#3. <u>Action Plan for 2021-2022:</u> Maintain assignment. Assign one section of grading rubric to align with SLO. Increase the ELA.

		<p>2021-2022</p> <p>Goal/ELA: 95% will achieve Proficient or higher</p>	<p>FINDINGS: ELA/Goal Not Assessed: A new instructor took over this course and revised several assignments, including Nursing Leading the Way with Technology. Inadvertently, the PLO 3 was removed without knowledge of its artifact status.</p> <p>TREND ANALYSIS: This assignment has consistently produced high scores for the rubric component aligned with the outcome (when used).</p> <p>Action Plan for 2022-2023: The PLO will be added back to the assignment and grading rubric. The ELA will be maintained and written as 95% will achieve Proficient or higher.</p>
<p>4. Evaluate information management, technology, and systems in an ethical manner to ensure safe care and enhance sound decision-making in health care delivery systems.</p>			
<p>4. Evaluate information management, technology, and systems in an ethical manner to ensure safe care and enhance sound decision-making in health care delivery systems.</p>	<p>2017-2018 NUR 465 Data and Statistics Assignment</p>	<p>2017-2018: Goal/ELA met. 100% of students achieved a Satisfactory score on this assignment.</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</p> <p>Trend Analysis: The Goal/ELA was met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO. Artifacts were evaluated and refined to ensure that they accurately assessed student attainment of the PLO/EOP-SLO. Four level rubrics were developed and refined over the past two years. Assignments were also refined and titles updated to accurately reflect what was expected. The SON faculty discussions led to a consistent level of expectation or goal for rubrics at Proficiency of 80% or better in 2019-2020.</p> <p>Action Plan for 2021-2022: Maintain this assignment and review corresponding section of the rubric to ensure alignment with EOP</p>
	<p>2018-2019, 2019-2020, 2020-2021, 2021-2022 NUR 465 Analysis of Health Indicators through Statistical Data Collection</p>	<p>2018-2019: 100% of students achieved a Satisfactory score on this clinical assignment. Students needed at least a 77% to achieve a Satisfactory score.</p>	
		<p>2019-2020 Goal/ELA met. 100% of students (16/16) achieved a Satisfactory score on this clinical assignment. Students needed at least an 85% to achieve a Satisfactory score.</p>	
		<p>2020-2021 Goal/ELA met. 18 of 18 students (100%) achieved a Proficient or higher score on the</p>	

		<p>corresponding section of the rubric for EOP SLO 4.</p> <p>2021-2022 Goal/ELA: 100% of students will achieve an 89% or higher on the rubric portion aligned with the outcome.</p>	<p>SLO #4. Increase ELA to reflect student’s achievement from the previous year’s data.</p> <p>FINDINGS: ELA not met. 40% (2 teams/5 teams) achieved a 88%, Proficient and 60% (3 teams/5 teams) achieved Mastery rating on the rubric component aligned with the outcome.</p> <p>TREND: This assignment for clinical has been used successfully over many years with consistently high overall scores and scores for the rubric portion measuring Outcome 4. The ELA was revised over the past couple years to place a %age score to indicate a Satisfactory rating for this clinical assignment. Last years' ELA was too lofty.</p> <p><u>Action Plan for 2022-2023:</u> ELA will be written as 90% will achieve an 85% or higher on the rubric portion aligned with the outcome.</p>
<p>4. Evaluate information management, technology, and systems in an ethical manner to ensure safe care and enhance sound decision-making in health care delivery systems.</p>	<p>2017-2018 NUR 475R Statistical Data Collection for Community Assessment</p> <p>2018-2019, 2019-2020, 2020-2021, 2021-2022 NUR 475R Analysis of Health Indicators through Statistical Data Collection (Assignment was refined and retitled)</p>	<p>2017-2018: Goal/ELA met. 100% of students (12/12) achieved an 85% or higher on this assignment.</p> <p>2018-2019: Goal/ELA met. 100% of students achieved an 85% or higher. 80% (4/5) of students achieved Mastery level. 20% (1/5) achieved Proficiency level (85% score on assignment)</p> <p>2019-2020: Goal/ELA met. 100% of students achieved an 85% or higher. 100% (10/10) of students achieved Mastery level.</p> <p>2020-2021: Goal/ELA met 90% of students (9 of 10) achieved Mastery or Proficient on the corresponding</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</p> <p>The Goal/ELA was met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO.</p> <p><u>Trend Analysis:</u> During 18-19 and 19-20, artifacts were evaluated and refined to ensure accurate assessment for student attainment of the PLO/EOP-SLO. Four level rubrics were developed and refined over the past two years. Assignments were also refined and titles updated to accurately reflect what was expected. The SON faculty discussions led to a consistent level of expectation or goal for rubrics at Proficiency of 80% or better.</p>

		<p>section of the rubric for SLO 4. 10% (1 of 10) achieved Advanced on the grading rubric for the corresponding section of the rubric for SLO 4</p> <p>2021-2022 Goal/ELA: 90% of students will achieve 89% or higher (Mastery) on the rubric component aligned with the outcome</p>	<p><u>Action Plan for 2021-2022:</u> Continue assignment with a 4 level rubric using the corresponding section of the rubric to assess EOP-SLO # 4.</p> <p>FINDINGS: ELA not met. 20% (3/15) achieved Proficient and 80% (12/15) achieved Mastery on the rubric component aligned with the outcome.</p> <p>TREND: The past couple of years has revealed high scores on the rubric portion aligned with the outcome. Scores have consistently been in the mid- to high range of the Proficient category which is rather large--77-88%. It may be too lofty to expect so many students to achieve Mastery. For this reason, the ELA will be revised.</p> <p><u>Action Plan for 2022-2023:</u> The ELA will be written to 90% of students will achieve an 85% or higher on the rubric portion aligned with the outcome.</p>
5. Examine state, regional, national and regulatory agency health care system policies to inform professional activism.			
5. Examine state, regional, national and regulatory agency health care system policies to inform professional activism.	<p>2017-2018, 2018-2019 NUR 425: Health Care Policy & Legislation</p> <p>2019-2020, 2020-2021 2021-2022 NUR 426 Health Care Policy & Legislation</p>	<p>2017-2018: Goal/ELA met. Spring 2018- 100% (29/29 students) achieved a C+ or better.</p> <p>2018-2019: Goal/ELA met 100% of students achieved a C+ (77%) or higher on the assignment. For assignment #1, 50% (11/22) achieved Mastery score; 36% (8/22) achieved Proficient score; 13% (3/22) achieved Beginning score. On assignment #2, 72% (16/22) achieved Mastery score; 13% (3/22) achieved Proficient score; & 13% (3/22) achieved Beginning score. On assignment #3, 90% (20/22) achieved Mastery score; .04% (1/22) achieved</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>In 17-18 and 18-19, the Goal/ELA was 80% would receive a C+ or better.</p> <p><u>Trend analysis:</u> The Goal/ELA has been met for the past four years providing evidence that students are demonstrating attainment of PLO/EOP-SLO #5. The numbering of the course changed in 2019-2020 from NUR 425 to NUR 426 to differentiate from the RN to BSN course with the same number. Rubrics were developed and refined to better align with the outcome. In 2019-2020, the SON faculty</p>

		<p>Proficient score; & .04% (1/22) achieved Beginning score. On assignment #4, 86% (19/22) achieved Mastery score; 13% (3/22) achieved Proficient score; & 0% achieved Beginning score.</p>	<p>discussions led to a consistent level of expectation or goal for rubrics at 80% of students will be at Proficient or Mastery level. This assignment closely matches the EOP SLO and with the rubric (4 level), makes it clear that the student is meeting the EOP SLO#5.</p>
		<p>2019-2020: Goal/ELA met. 16/16 students achieved Proficient or higher on these two parts. 12/16 students achieved Mastery on Part #1 - Professional Meeting. 4/16 students achieved Proficient on this assignment. On Part #2 - Legislative Bill Write-Up, 10/16 2018-2019 students achieved Mastery. 5/16 students achieved Proficient. 1/16 achieved Development.</p>	<p><u>Action Plan for 2021-2022:</u> Continue assignment with 4 level rubric using the corresponding section of the rubric to assess EOP-SLO # 5.</p>
		<p>2020-2021: Goal/ELA met. 100% (17/18) students achieved Mastery; 1/18 students achieved Proficient on Part 1 of the assignment. 17/18 students achieved Mastery on Part 2 of the assignment with one student not completing the assignment.</p>	
		<p><u>2021-2022</u> Goal/ELA: 85% of students will achieve Mastery or Proficient rating on the rubric component aligned with PLO 5.</p>	<p>FINDINGS: ELA met. 92% (12/13) students achieved Mastery on Part 1 of the assignment; 0.07% (1/13) students achieved Proficient on Part 1 of the assignment. 92% (12/13) students achieved Mastery on Part 2 of the assignment; 0.07% (1/13) students achieved Proficient on assignment 2. This assignment closely matches the SLO and with the rubric (4 level), makes it clear that the student is meeting the SLO.</p> <p>Trend Analysis: The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO. A four-level rubric aligns with the PLO/EOP-SLO for a portion of the total assignment.</p>

			<p>Action Plan for 2022-2023: Rewrite the ELA to be 90% of students will achieve Mastery level. Maintain the assessment and rubric for this EOP SLO. Continue to evaluate rubric and assignment for alignment with this outcome.</p>
<p>5. Examine state, regional, national and regulatory agency health care system policies to inform professional activism.</p>	<p>2017-2018 NUR 415R STTI Module Quizzes Legal Documentation and Defenses</p>	<p>2017-2018: Goal/ELA met. Fall 2017 - 75% (6/8 students); Spring 2018 - 86% (6/7 students).</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>The data analysis over the past four years has resulted in changing the assignment and refining the goal and the rubrics to assess whether students are demonstrating attainment of this PLO/EOP-SLO.</p> <p>In 2017-2018, the Goal/ELA was met. In 2018-2019 and 2019-2020, the Goal/ELA was met. <u>Trend Analysis:</u> The ELA has been met over the past four years. The assignment has been evaluated and a refined rubric that aligns with EOP SLO #5 was created and used to assess student performance in 2020-2021.</p> <p><u>Action Plan for 2021-2022:</u> Maintain this assessment and rubric for EOP SLO #5. Continue to evaluate rubric and assignment for alignment with this outcome.</p>
		<p>2018-2019: Spring 2019- Goal/ELA met. 75% (3/4) students achieved 92.5% and 25% (1/4) achieved 84%.</p>	
	<p>2018-2019, 2019-2020, 2020-2021, 2021-2022 NUR 476R Forum 3 Influences on Public Health Care Delivery</p>	<p>2019-2020: Spring 2020- Goal/ELA met; 100% (11/11) students achieved an 85% or higher. 73% (8/11) achieved Mastery level and 27% (3/11) achieved Proficient.</p>	<p>In 2020-2021, the Goal/ELA was met. 10% (1 of 10) achieved a Beginning score for the corresponding section of the rubric and 90% (9 of 10) achieved an 85% or higher.</p> <p>2021-2022</p> <p>Goal/ELA: 90% of students will achieve a Mastery rating on the rubric component aligned with the outcome.</p> <p>FINDINGS: ELA met. 100% of students achieved a Mastery rating on the rubric component aligned with the outcome.</p> <p>TREND: Students do well on this forum. They find it interesting to analyze an infectious or environmental health issue or to look at surveillance activities for bioterrorism or emerging infectious disease. Forum posts have been answered with specific analyses over the past couple years and the replies have shown great interest in emerging diseases such as Monkey pox and what the PHN can do at the local, state, or federal level. Over the past few years, the ELA has been made more rigorous either for the %age of students attaining a certain level of achievement or raising the score for achievement of the ELA.</p>
		<p>2020-2021 Spring 2021 Goal/ELA met. 10% (1 of 10) achieved a Beginning score for the corresponding section of the rubric and 90% (9 of 10) achieved an 85% or higher.</p>	

			<p>Action Plan for 2022-2023: Maintain assignment and write ELA to 95% of students will achieve Mastery rating on the rubric component aligned with the outcome.</p>
<p>6. Foster intra/interprofessional team collaboration with healthcare providers and consumers for the improvement of healthcare delivery and patient health outcomes.</p>			
<p>6. Foster intra/interprofessional team collaboration with healthcare providers and consumers for the improvement of healthcare delivery and patient health outcomes.</p>	<p>2017-2018 NUR 465 - Population Focused Care Project</p>	<p>2017-2018: Goal/ELA met. Fall 2017: 100% (6/6) of the students achieved a grade of 77% or higher. Spring 2018: 100% (24/24) of the students achieved a grade of 77% or higher (This course was taught in fall and spring semester for the last time).</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>In 2017-2018, the Goal/ELA was met. In 2018-2019, the Goal/ELA was met. In 2019-2020: the Goal/ELA was met. In 2020-2021 the Goal/ELA was met.</p> <p>Trend analysis: In 17-18 and 18-19 analysis of the assignment and grading method to meet this EOP-SLO indicated further development of a rubric was needed that aligned with the outcome. The assignment was evaluated as appropriate for this outcome and for senior level expectations. The ELA was further updated to reflect consistency with SON expectations and a four level rubric that would meet the ELA if 80% of students were attaining a proficiency or mastery level on the corresponding section of the grading rubric.</p> <p>2020-2021 <u>Trend Analysis:</u> The Goal/ELA was met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO. A four level rubric aligns with the PLO/EOP-SLO for a portion of the total assignment. <u>Action Plan for 2021-2022:</u> Maintain this assessment and rubric for EOP SLO #6. Continue to evaluate rubric and assignment for alignment with this outcome. Increase the ELA.</p> <p>FINDINGS: ELA met. 100% of student teams (5/5) achieved Mastery on the outcome which is 89%-100%.</p>
	<p>2018-2019, 2019-2020, 2020-2021 NUR 465 Examination of Population Health Needs for Quality Improvement</p>	<p>2018-2019: Goal/ELA met. 100% (11/11) achieved an 85% or higher. 100% (11/11) achieved Mastery level.</p>	
		<p>2019-2020: Goal/ELA met. 100% of students (16/16) achieved a Satisfactory. An 85% was needed for a Satisfactory grade on this assignment as written in guidelines. 100% of students earned a Mastery level.</p>	
		<p>2020-2021: Goal/ELAL met. 100% (18/18) of students achieved a Proficient or Mastery on the corresponding section of the grading rubric.</p>	
		<p>2021-2022</p>	

		<p>Goal/ELA: 85% of students will achieve Proficient or higher on the rubric component aligned with the outcome.</p>	<p>TREND: 3-year data analysis indicates that students consistently achieve scores in the Proficient or Mastery level. This assignment meets the ELA and is appropriate for the senior level where such competencies as open communication, flexible decision-making, shared goals and advocacy for safe, quality care are expected.</p> <p><u>Action Plan for 2022-2023:</u> : Maintain assignment and rewrite ELA to 90% of students will achieve an 89% (Mastery) score on the rubric component aligned with the outcome.</p>
<p>6. Foster intra/interprofessional team collaboration with healthcare providers and consumers for the improvement of healthcare delivery and patient health outcomes.</p>	<p>2017-2018 NUR 476R Assessment of Data Assignment 3</p>	<p>2017-2018: Goal/ELA not met. Result--9 of 12 students (75%) achieved an 80% or higher on the Assessment of Data assignment.</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>Data analysis over the past four years indicate improvements in attaining the Goal/ELA. In the past three years the ELA has been met. The artifact was refined to better assess student's outcomes.</p> <p>In 2017-2018: Goal/ELA not met. This was the first time the Goal/ELA was not met and there was a small cohort (12 students) so will continue to monitor results to assess trends over time. The Goal/ELA will remain at "80% will achieve an 80% or higher."</p> <p>In 2018-2019: Goal/ELA met. Artifact was refined to better assess student outcomes related to this PLO/EOP-SLO.</p> <p>In 2019-2020: Goal/ELA met.</p> <p>The rubric aligns with the PLO/EOP-SLO for a portion of the total assignment. A reporting of Proficient or higher will be looked at for the corresponding section of the rubric.</p> <p>2020-2021 <u>Trend Analysis:</u> Development and refinement of a rubric has improved assessment of student achievement and aligned the rubric with the outcome. Data analysis over the past four years indicate improvements in attaining the Goal/ELA. In the past three years the ELA has been met. The artifact was changed and refined to better assess student achievement.</p>
	<p>2018-2019, 2019-2020, 2020-2021, 2021-2022</p>	<p>2018-2019: Goal/ELA met. 100% (4/4) achieved an 80% or higher.</p>	
	<p>NUR 476R Examination of Population Health Needs for Quality Improvement</p>	<p>2019-2020: Goal/ELA met. 100% (11/11) achieved an 85% or higher. 100% (11/11) achieved Mastery level.</p> <p>2020-2021; Goal/ELA met. ELA met. 100% of students (10/10) achieved a Proficient or Mastery on the corresponding section of the rubric.</p>	

		<p>2021-2022</p> <p>Goal/ELA: 85% of students will achieve Proficient or higher on the rubric component aligned with the outcome.</p>	<p>In 2020-2021: Goal/ELA met. A four-level rubric that is aligned with the EOP-SLO is used to evaluate students' level of achievement. <u>Action Plan for 2021-2022:</u> Maintain this assessment and rubric for EOP SLO #6. Continue to evaluate rubric and assignment for alignment with this outcome. Increase the ELA.</p> <p>ELA met. 100% of students (13/13) achieved Proficient or Mastery on the rubric component aligned with the outcome. 93% achieved Mastery, 7% achieved Proficient.</p> <p>TREND: The ELA has been met consistently over the past 3 years. This assignment is senior-level with appropriate assignment guidelines to meet this program outcome. Online students accomplish high scores as the assignment deals with interprofessional communication with an agency leader to make decisions about health promotion ideas for their final project. Online students have experience in the workplace with professional collaboration so the expectation is that scores would be high. For this reason, the assignment will be maintained and the ELA be rewritten to be more vigorous.</p> <p><u>Action Plan for 2022-2023:</u> Rewrite ELA to 88% of students will achieve a Mastery score on the rubric component aligned with the outcome.</p>
7. Provide professional nursing care across the lifespan to diverse individuals, families, and populations to promote health and prevent disease and injury.			
7. Provide professional nursing care across the lifespan to diverse individuals, families, and populations to promote health and prevent disease and injury.	2017-2018 NUR 405 Concept Map	2017-2018: 100% of students achieved a Satisfactory, Spring 2018: 100% of students achieved a Satisfactory (this course was taught in the fall and spring semester for the last time).	2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome Data analysis over the past three years indicate improvements in attaining the Goal/ELA. The artifact was refined to better assess student's outcomes. Rubric refinement will be continued according to the Plan of Action.
	2018-2019, 2019-2020, 2020-2021, NUR 465 Population Focused Care Project Presentation	2018-2019: Goal/ELA met; 100% (22/22) of students achieved an 80% or higher. 100% achieved a 100% (Mastery).	

			<p>TREND: This section of the grading rubric deals with the analysis of the team mission statement, goal and objectives, EBP, decision-making, and evaluation of their project. This is the heart of the entire project and clinical faculty feedback is provided along the way prior to the student teams presenting their analysis of their project. This part of the grading rubric has scored well over the past several years but this is not a surprise with the feedback and faculty assistance given throughout the course. The project and this portion of the rubric are rigorous and the assignment will be maintained.</p> <p><u>Action Plan for 2022-2023:</u> Rewrite 100% of students will achieve 94% or higher on the rubric component aligned with this outcome.</p>
<p>7. Provide professional nursing care across the lifespan to diverse individuals, families, and populations to promote health and prevent disease and injury.</p>	<p>2017-2018 NUR 462R - Complex Care of the Older Adult</p> <p>2018-2019, 2019-2020, 2020-2021, NUR 462R Forum 1 - Foundations of Healthy Aging</p> <p>2021-2022 Artifact Name Change Forum 1: Wellness-based Health Care Model for Aging Populations</p>	<p>2017-2018: Goal/ELA met. Fall 2017: 100% achieved a C+ or higher; Spring, 2018: 100% achieved a C+ or higher</p> <p>2018-2019 Goal/ELA met for the 2018-2019 academic year. 100% (8/8) achieved a 77% on the assignment. 100% achieved a Mastery rating.</p> <p>2019-2020: Goal/ELA met for Summer 2019 cohort. 100% (8/8) achieved a Mastery level rating on this assignment.</p> <p>2020-2021: Goal/ELA met for summer 2020 100% of students (8/8) achieved a Proficient rating or higher.</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>In 2017-2018, the Goal/ELA was met. The Complex Care of the Older Adult has been used for several semesters with our RN to BSN students and at this time, no adjustments to the assignment will be made. The rubric needs to be revised to a more rigorous 4-level grading rubric</p> <p>In 2018-2019, the Goal/ELA was met. Revise Goal/ELA to 80% of students will achieve a Proficient on the assignment.</p> <p>In 2019-2020, the Goal/ELA was met. Maintain Goal/ELA and continue use of four level rubric to distinguish differing levels of performance.</p> <p>2020-2021 In 2020-2021 the Goal/ELA was met. <u>Trend analysis.</u> The Goal/ELA was met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO. Past improvements include a change in artifact, refinement of four level rubric to differentiate student's performance and to align with the outcome.</p>

		<p>2021-2022</p> <p>Goal/ELA: 85% will achieve a Proficient rating or higher on the rubric component aligned with the outcome.</p>	<p><u>Action Plan for 2021-2022:</u> Maintain assignment and rubric/ Continue to assess assignment and rubric for alignment of assessment with PLO/EOP-SLO #7. Change the name of the assignment to Forum 1: Wellness-based Health Care Model for Aging Populations, to better reflect the expectations and focus of the assignment to meet EOP- SLO#7. Increase ELA.</p> <p>FINDINGS: ELA met for 2021-2022 academic year. 100% of students (15/15) achieved a Mastery level rating.</p> <p>TREND ANALYSIS: The higher, more rigorous ELA was met for this year.</p> <p><u>Action Plan for 2022-2023:</u></p> <p>PLAN OF ACTION: Continue with this assessment for EOP SLO 7 and maintain the more rigorous ELA for two more years to get a three-year data trend.</p>
8. Assume responsibility and legal/ethical accountability for one's personal and professional behavior and its impact on the care of diverse populations.			
8. Assume responsibility and legal/ethical accountability for one's personal and professional behavior and its impact on the care of diverse populations.	2017-2018 NUR 465 Goals and Objectives Assignment	2017-2018: Goal/ELA met. Fall 2017: 100% (6/6) achieved a satisfactory score. Spring, 2018: 100% (24/24) achieved a satisfactory score (this course was taught in the fall and spring semester for the last time).	2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome
	2018-2019, 2019-2020, 2020-2021 NUR 465 Reflection on Professional Practice at the Community Level	2018-2019: Goal/ELA met. 100% of students (22/22) achieved a satisfactory score. A 77% on the assignment was required for a Satisfactory.	In 2017-2018, the Goal/ELA was met.
		2019-2020: Goal/ELA met.100% of students (16/16) achieved a satisfactory score. A 85% on the assignment was required for a Satisfactory.	Goal/ELA was met but is not specific as to how the Goals and Objectives Clinical Assignment will be measured specific to PLO/EOP-SLO #8. A rubric that aligns with demonstration of PLO/EOP-SLO #8 needs to be refined for data collection purposes. .
		2020-2021: Goal/ELA met.100% (18/18) achieved a Proficient or	In 2018-2019: Goal/ELA met. Continue assignment but increase minimum score for Satisfactory to 85%.
			In 2019-2020: Goal/ELA met. Continue Goal/ELA as written with addition of Proficient or higher rating at 80% minimum (satisfactory). The rubric aligns with the PLO/EOP-SLO for a portion of the total assignment. A reporting of Proficient or higher will be looked at for the corresponding section of the rubric.

		<p>Mastery on the corresponding section of the grading rubric.</p> <p>2021-2022 Goal/ELA: 100% will achieve an 85% or higher on the rubric component aligned with the outcome.</p>	<p>2020-2021 Goal/ELA met <u>Trend Analysis:</u> The Goal/ELA has been met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO. Analysis of data at the SON Annual meetings resulted in changing of the artifact to better reflect assessment of the outcome, adjusting Goal/ELA's to provide consistency within the SON. The original artifact was changed and a new assignment/artifact was designed to increase rigor and differentiate student performance. A four-level rubric was developed that aligns with the outcome. <u>Action Plan for 2021-2022:</u> Maintain assignment and rubric/ Continue to assess assignment and rubric for alignment of assessment with PLO/EOP-SLO #8. Increase ELA.</p> <p>FINDINGS: 100% of students (13/13) achieved an 85% or higher on the rubric component aligned with the outcome.</p> <p>TREND: The "What" part of the reflection has been evaluated for outcome 8 over the past several years with students articulating well what they have learned about professional behavior in program planning at the community level. The assignment and grading rubric will be maintained.</p> <p><u>Action Plan for 2022-2023:</u> ELA will be written as 100% will achieve an 88% or higher on the rubric component aligned with this outcome.</p>
<p>8. Assume responsibility and legal/ethical accountability for one's personal and professional behavior and its impact on the care of diverse populations.</p>	<p>2017-2018 NUR 476R Assignment 4 Goals & Objectives</p> <p>2018-2019, 2019-2020, 2020-2021, 2021-2022</p>	<p>2017-2018: Goal/ELA met. Result-- 11 of 12 students (92%) achieved an 80% or higher on assignment.</p> <p>2018-2019: Goal/ELA met. 100% of students (4/4) achieved an 80% or higher.</p> <p>2019-2020: Goal/ELA met 100% of students (11/11) achieved 90% or</p>	<p>2019-2020, 2020-2021-: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>The Goal/ELA was met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO.</p> <p>2017-2018: Goal/ELA met. The Goal/ELA wording was simplified but the rigor remained the same.</p>

	<p>NUR 476R Reflection on Professional Practice at the Community Level</p>	<p>higher. 100% (11/11) achieved Mastery level.</p> <hr/> <p>2020-2021: Goal/ELA met. 90% (9/10) achieved a Mastery score on the corresponding section of the grading rubric. 10% (1/10) achieved a Proficient score</p> <p>2021-2022</p> <p>Goal/ELA: 95% of students will achieve 89% or higher (Mastery) on the rubric component aligned with the outcome.</p>	<p>2018-2019: Goal/ELA met. Continue reflection assignment but increase the Goal/ELA to 90% of students will achieve an 85% or higher.</p> <p>2019-2020: Goal/ELA met. Continue reflection assignment with 4 level rubric. A reporting of Proficient or higher will be looked at for the corresponding section of the rubric. Following the faculty plan of action in 2019-2020 and during the SON meetings the Goal/ELA for all artifacts were adjusted to a minimum of 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</p> <p>2020-2021: Goal/ELA met.</p> <p><u>Trend Analysis</u> The Goal/ELA has been met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO.</p> <p>Analysis of data at the SON Annual meetings resulted in changing of the artifact to better reflect assessment of the outcome, adjusting Goal/ELA's to provide consistency within the SON, the original artifact was changed and a new assignment/artifact was designed to increase rigor and differentiate student performance. A four-level rubric was developed that aligns with the outcome.</p> <p><u>Action Plan for 2021-2022:</u> Maintain assignment and rubric/ Continue to assess assignment and rubric for alignment of assessment with PLO/EOP-SLO #8. Increase ELA.</p> <p>FINDINGS: ELA met. 92% of students (12/13) achieved proficient or higher on the assignment. The complexity of this assignment is appropriate for senior level students. This assignment matches well with the PLO by having the students investigate the challenges nurses face when confronting the workplace.</p> <p><u>Action Plan for 2022-2023:</u> Rewrite ELA to be that students will achieve 90% of Mastery level. This assignment will be maintained.</p>
<p>9. Integrate the competencies of a professional nurse to provide, coordinate, and advocate for care of diverse populations.</p>			

<p>9. Integrate the competencies of a professional nurse to provide, coordinate, and advocate for care of diverse populations.</p>	<p>2017-2018 NUR 465 - Population Focused Care Project (PFCP) Presentation</p> <p>2018-2019, 2019-2020, 2020-2021 NUR 497 Patient Advocacy Assignment</p>	<p>2017-2018: Goal/ELA met (Not Met) Not met at the ELA of 90% achieve a 90%) FALL 2017: 100% (6/6) achieved 77% or higher score. SPRING 2018: 100% (24/24) achieved 77% or higher score (this course was taught fall and spring semester for the last time).</p> <p>2018-2019: Goal/ELA met. 22 of 27 students (81%) achieved Proficiency rating or higher; 16/27 achieved Mastery; 6/27 achieved Proficient; 0/27 achieved Developing; 3/27 achieved Beginning; 2/27 achieved below Beginning.</p> <p>2019-2020: Goal/ELA met. 100% (16/16) students achieved Mastery.</p> <p>2020-2021 Goal/ELA met. 94% of students (17/18) achieve proficiency or higher on the assignment.</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>A review of data in 2017-2018 indicated that Goal/ELA's were raised rather than examining the rigor of the assignment. In 2017-2018 the Goal/ELA was, 90% would attain a 90%. This Goal/ELA has been revised since then to indicate a minimum of 80% attain proficiency. Under these parameters, the students would have met the Goal/ELA in 17-18.</p> <p>2017-2018: ELA not met for 90% of the students achieve a 90% on the assignment.</p> <p>2018-2019: Goal/ELA met. The artifact was changed in 2018-2019 after discussion in the SON Annual meeting. This artifact was determined to better reflect student attainment of the PLO/EOP-SLO.</p> <p>2019-2020: Goal/ELA met. The assignment closely matches the PLO/EOP-SLO and with the rubric (4 level), makes it clear that the student is meeting the PLO/EOP-SLO. Will investigate to determine if the entire assignment meets the PLO/EOP-SLO or if (and what) portion of the assignment meets the PLO/EOP-SLO.</p> <p>2020-2021 2020-2021 Goal/ELA met. The complexity of this assignment is appropriate for senior level students. This assignment matches well with the SLO by having the students investigate the challenges nurses face when advocating for their patients.</p> <p><u>Trend Analysis:</u> Over the past four years the data and analysis provides evidence that students are demonstrating attainment of this PLO/EOP-SLO. Evaluation of the assignment to assess EOP-SLO #9, changing the assignment, and the development of a four level rubric with alignment to the outcome have been accomplished.</p> <p><u>Action Plan for 2021-2022:</u> Maintain assignment and rubric/ Continue to assess assignment and rubric for alignment of assessment with PLO/EOP-SLO #9. Increase ELA</p>
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<p>9. Integrate the competencies of a professional nurse to provide, coordinate, and advocate for care of diverse populations.</p>	<p>2017-2018, 2018-2019, 2019-2020, 2020-2021 NUR 476R Population Focused Care Project Online Presentation for Peer Review</p> <p>2021-2022 Artifact Name Change</p>	<p>2017-2018: Goal/ELA met. SP 18: 100% (12/12) students achieved an 80% or higher score.</p> <p>2018-2019: Goal/ELA not met; 75% of students achieved a 90% or higher. 75% (3/4) achieved a Mastery level and 25% (1/4) achieved a Proficient level (88% assignment score).</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>Review of data shows that Goal/ELA's were raised if students were meeting the Goal/ELA at a high level. In 2018-2019 and 2019-2020 the Goal/ELA was, 90% would attain a 90%. The Goal/ELA for this outcome has been revised since then to indicate a minimum of 80% attain proficiency. Under these parameters, the students would have met the Goal/ELA in 18-19.</p>

	<p>Peer Review Analysis and Summary of Online Population Focused Care Project</p>	<p>2019-2020: Goal/ELA met. 91% (10/11) achieved a 90% or higher. 91% (10/11) achieved Mastery level. 9% (1/11) achieved Proficiency with an 82% score.</p> <hr/> <p>2020-2021: Goal/ELA met. 100% of students (10/10) achieved a Mastery score for the corresponding section of the rubric</p>	<p>2017-2018: Goal/ELA met (80% attain a 90%). Work to be done on development of a more rigorous 4 level grading rubric to use with specific portions dedicated to measurement of different categories or SLOs.</p> <p>2018-2019: Goal/ELA not met (90% attain a 90%). The assignment guidelines and rubric (4 level) were used for the first time. Continue to use this presentation as the final presentation to showcase clinical work in the community.</p> <p>2019-2020: Goal/ELA met (90% attain a 90%) Plan to continue to use this artifact as a final presentation for peer review. Continue use of 4 level rubric. The rubric aligns with the PLO/EOP-SLO for a portion of the total assignment. A reporting of Proficiency or higher will be looked at for the corresponding section of the rubric. The Goal/ELA in 20-21 will reflect the minimum level for the SON of 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</p> <p>2020-2021</p> <p>2020-2021: Goal/ELA met.</p> <p><u>Trend analysis:</u> Data reflects the evaluation of the artifact and changes as a result of analysis. A four level rubric that aligns with the outcome was developed and is now being used to assess student performance. The ELA reflects a standard performance in the SON for achieving proficiency or mastery on a four level rubric.</p> <p>Action Plan for 2021-2022: Maintain assignment and rubric/ Continue to assess assignment and rubric for alignment of assessment with PLO/EOP-SLO #9. The name of the assignment will change to "Peer Review Analysis and Summary of Online Population Focused Care Project" to better reflect student expectations and alignment with EOP-SLO #9. Increase ELA.</p>
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10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.

<p>10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.</p>	<p>NUR 497 Spirituality in Nursing</p> <p>2020-2021 This assignment was not completed in this course.</p>	<p>2017-2018: Goal/ELA met. Fall 2017: 100% (6/6) of the students achieved a grade of 80% or higher on the Spirituality Assignment and Reflection.</p> <p>Spring 2018: 89% (24/24) of the students achieved a grade of 80% or higher (this course was taught in the fall and spring semester for the last time).</p>	<p>2019-2020, 2020-2021- 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO. 2017-2018: Goal/ELA met.</p> <p>PLAN OF ACTION: Assignment appropriate to measure PLO/EOP-SLO student achievement. Data is sufficient to inform decision-making. Continue rubric development for this assignment to differentiate student's performance on the criteria indicated. Update rubric to reflect higher levels of learning according to Bloom's taxonomy.</p> <p>2018-2019: Goal/ELA met.</p> <p>PLAN OF ACTION: Assignment will be maintained. Instructor considered modifying slightly as some questions/answers seemed repetitive. Streamlining the questions will guide students to focus on the most important aspects of the assignment.</p>
		<p>2018-2019: Goal/ELA met: 25/27 students met the required 80%. 20/27 students achieved Mastery; 5/27 students achieved Proficient; 2/27 students achieved Beginning.</p>	
		<p>2019-2020: Goal/ELA met. 94% (15/16) students achieved Mastery; 6% (1/16) students achieved Beginning.</p>	

		<p>2020-2021 No data Assignment not completed</p>	<p>In 2019-2020: Goal/ELA met. This assignment closely matches the ELO and with the rubric (4 level), makes it clear that the student is meeting the SLO.</p> <p>PLAN OF ACTION: Will continue to use the assignment. Will investigate to determine if the entire assignment meets the PLO/EOP-SLO or if (and what) portion of the assignment meets the PLO EOP-SLO.</p> <p>2020-2021: The Faculty eliminated this assignment. A combination of factors associated with COVID 19 resulted in a decrease in assignments to alleviate student stress. Discussion in the SON resulted in continuing to assess EOP-SLO with the assignment in NUR 405.</p>
<p>10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.</p>	<p>2019-2020, 2020-2021: NUR 405 Culturally Responsive and Spiritual Care Assignment</p>	<p>2019-2020 Goal/ELA met. Sixteen (16) of 16 students (100%) received a "Complete / Satisfactory" grade for this clinical-based assignment.</p> <p>2020-2021 Goal/ELA met 100% (18/18) students met "Mastery" performance rating for this assignment</p>	<p>A clinical assignment was added in the 2019-2020 academic year. An adjunct had been teaching in NUR 405 and development of artifacts from this course to assess PLO/EOP-SLO's were lacking. The clinical artifact was graded as satisfactory although students needed to obtain a certain percentage to obtain a "satisfactory".</p> <p>2019-2020: Goal/ELA met. The plan is to develop a four-level performance rating (Beginning, Developing, Proficient, Mastery) rubric for the Spiritual Care portion of the assignment. Consider awarding course points for this assignment to increase the significance of the assignment as a measurement for achievement of PLO/EOP-SLO #10. Change Goal/ELA for 2020-21 to "80% of students will achieve "Proficient" rating or higher on this portion of the assignment</p> <p>2020-2021: Goal/ELA met.</p> <p><u>Trend Analysis:</u> This was a group project (maximum group size of 3). Each group member was assigned various sections to complete for the final report. The bulk of the work was completed during post-conference. A four-level grading rubric was developed to clarify what was expected for the assignment in terms of representation of the level of learning and context of EOP SLO 10. Two-year trend has been positive and Goal/ELA met for two years</p>

		<p>2021-2022</p> <p>Goal/ELA: 95% of students will achieve Mastery level rating on the rubric component aligned with PLO 10.</p>	<p>with this assignment demonstrating student attainment of EOP/SLO #10.</p> <p><u>Action Plan for 2021-2022:</u> Maintain assignment and rubric/ Continue to assess assignment and rubric for alignment of assessment with PLO/EOP-SLO #10. Increase ELA.</p> <p>FINDINGS: ELA met. Thirteen (13) of 13 students (100%) received Mastery level performance ratings for this clinical-based assignment. This was a group project (maximum group size of 3). Again this year, each group member was assigned various sections to complete for the final report. The bulk of the work was completed with students in their assigned groups during post-conference. A four-level grading rubric continued to be utilized.</p> <p>TREND & ANALYSIS: This was the third year for this EOP SLO 10 assessment. ELA has been met for three consecutive years, including the more rigorous ELA set for this year.</p> <p><u>Action Plan for 2022-2023:</u> Maintain the more rigorous ELA for next year; continue with this assessment and rubric to measure student achievement of EOP SLO 10. The level of learning and assignment expectations align with EOP SLO 10.</p>
<p>10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.</p>	<p>2017-2018 NUR 462R Gerontology Issues Paper</p> <p>2018-2019, 2019-2020, 2020-2021 NUR 462R Forum 4 - Safety, Family and Healthy Aging for the Older Adult</p>	<p>2017-2018: Goal/ELA met. Summer 2017: 100% (9/9) scored 77% or above on Gerontology Issues Paper.</p> <p>2018-2019 Goal/ELA met. 100% (8/8) achieved a 77% on the assignment. 100% achieved a Mastery rating.</p> <p>2019-2020: Goal/ELA met for Summer 2019. 100% (8/8) achieved Mastery rating.</p>	<p>2019-2020, 2020-2021-: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</p> <p>2017-2018: Goal/ELA met.</p> <p>Data revealed the assignment to be appropriate to measure PLO/EOP-SLO. Continue rubric development for this assignment to differentiate student's performance on the criteria indicated. Update rubric to reflect higher levels of learning according to Bloom's Taxonomy.</p> <p>2018-2019: Goal/ELA met.</p> <p>Revise Goal/ELA to 80% of students will achieve a Proficient on the assignment.</p>

	<p>2021-2022 Artifact Name Change:</p> <p>NUR 462R Forum 4: Spiritually Responsive Care of Elders</p>	<p>2020-2021: Goal/ELA met for summer 2020. 100% of students (8/8) achieved a Proficient rating or higher.</p> <p>2021-2022</p> <p>Goal/ELA: 95% will achieve a Proficient rating or higher on the rubric components aligned with the outcome.</p>	<p>2019-2020: Goal/ELA met. Maintain Goal/ELA and continue use of four level rubric to distinguish different levels of performance and align rubric with specific indicators on the PLO/EOP-SLO.</p> <p>2020-2021 Goal/ELA met</p> <p><u>Trend Analysis:</u> The Goal/ELA was met for the past four years providing evidence that students are demonstrating attainment of this PLO/EOP-SLO. The artifact was changed in 2018-2019 to better align with the PLO/EOP-SLO.</p> <p><u>Action Plan for 2021-2022</u></p> <p>Maintain assignment for EOP SLO 10; Change the name to better reflect the EOP SLO. Change title to: "Forum 4: Spiritually Responsive Care of Elders". Increase ELA.</p> <p><u>FINDINGS:</u> ELA met for 2021-2022 academic year. 100% of students (15/15) achieved a Proficient rating or higher. 14/15 (93%) achieved a Mastery level rating and 1/15 students (7%) achieved a Proficient level rating.</p> <p><u>TREND ANALYSIS:</u> The higher, more rigorous ELA was met for this year.</p> <p><u>Action Plan for 2021-2022:</u></p> <p>Continue with this assessment for EOP SLO 10 and maintain the more rigorous ELA for two more years to get a three-year data trend.</p>
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Program Completion Rates

Aggregated Program Completion Table three years of data 2020-2022

Program Completion – Aggregated for the Entire Program			
Year	Total number of students starting in the first nursing course	Total Number of on-time graduates	Program Completion Rate
2020	N = 29	N = 25	86%
2021	N = 32	N = 25	78%
2022	N = 25	N = 21	84%

Data updated as of 12.2.22

Program Completion ELA: 80% of students will complete the nursing program, calculated from the first nursing course through the completion of the courses required for conferral of the baccalaureate degree, Bachelors of Science in Nursing.

Traditional BSN, LPN to BSN, and RN to BSN program options consist of six semesters of nursing courses.

Completion rates are calculated from the first nursing course to conferral of the baccalaureate degree.

Licensure Examination Pass Rates

Licensure Pass Rate Table – three years of data 2020-2022

Ultimate Pass Rate Table – Aggregated for the Entire Program		
Year	First-Time Examination Pass Rate	Ultimate Pass Rate (Includes Repeat Testers)
2020	82% (14/17)	100% (17/17)
2021	88% (15/17)	100% (17/17)
2022	71% (10/14)	86% (12/14)
Three-Year Average	81% (39/48)	96% (46/48)

Data updated as of 12.2.22

Licensure Examination Pass Rate ELA: The program's most recent annual licensure examination pass rate will be at least 80% for all first-time test-takers and repeaters.