

Midland University School of Nursing Outcomes, Spring 2020

School of Nursing End of Program Student Learning Outcomes

End of Program Student Learning Outcome	Artifact: Assessment Method(s)	Assessment: Evidence/Data/Findings	Results/Analysis/Action Plans
1. Synthesize knowledge from the arts and sciences as a basis for professional decisions.			
1.Synthesize knowledge from the arts and sciences as a basis for professional decisions.	2017-2018 NUR 425 Professional Concepts: Resume & Cover Letter Assignment 2018-2019, 2019-2020 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. Rubric	2017-2018 ELA Met 2018-2019 ELA met; 100% (22/22) of students achieved an 80% or higher. 100% achieved a 100% (Mastery). 2019-2020 ELA met; 100% achieved an 85% or higher. 75% (12/16) achieved Mastery level. 25% (4/16) achieved Proficiency at 88%.	<p><u>2019-2020 Goal/ELA 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>In 17-18 the Goal/ELA was met for this outcome. The artifact was changed to better align with assessment of the PSLO. 18-19 the Goal/ELA was met with this artifact, improved guidelines and four level rubric. 19-20 The Goal/ELA was met.</p> <p>Over the past three years the data analyzed demonstrates that students are demonstrating the attainment of this outcome. 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.</p> <p>PLAN OF ACTION: Review the alignment of specific portions of the artifact rubric with the PSLO. Examine whether the title is accurate for what is being evaluated. Clarify that the artifact assessed the summary and analysis of the project and whether each student is assessed individually.</p>
1.Synthesize knowledge from the arts and sciences as a basis for professional decisions.	2017-2018 NUR 476R Orientation Assignment RN to BSN NUR 476R Population Focused Care Project Online Presentation for Peer Review	2017-2018 ELA Met 11 of 12 students (92%) achieved an 80% or higher 2018-2019: 75% of students achieved an 90% or higher. 75% (3/4) achieved a Mastery level and 25% (1/4) achieved a	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>Data analyzed demonstrates that students are demonstrating the attainment of this outcome. In 17-18 the Goal/ELA was met for this outcome. The artifact was changed to better align with assessment of the PSLO.</p>

	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.	<p>Proficiency level (88% for assignment score).</p> <p>2019-2020 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>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>19-20 The Goal/ELA was met.</p> <p>Over the past three years the data analyzed demonstrates that students are demonstrating the attainment of this outcome. The development of a four level rubric; beginning, developing, proficient, and mastery, along with clear assignment guidelines have been improvements in the artifact.</p> <p>PLAN OF ACTION: Review the alignment of specific portions of the rubric with the PSLO. Examine whether the title is accurate for what is being assessed. Clarify that the artifact assesses the summary and analysis of the project and how each student is assessed individually.</p> <p>Refinement of the rubric to specifically align with the outcome will be continued. The artifact will be examined to determine whether the title needs to be changed to accurately reflect what is being evaluated.</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.			
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>2017-2018 NUR 415 STTI Leadership Module Assignment: Patient Safety in the Health Care Workplace</p> <p>2018-2019 and 2019-2020 NUR 415/NUR 416 Final Exam Disaster Drill; Final Exam Debate; Final</p>	<p>2017-2018: 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: 100% of students achieved an 85% or higher on the Final Exam Disaster Drill. 96% (24/25) achieved Mastery; 1 student achieve Proficient. PLAN OF ACTION:</p>	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO.</p> <p>Evaluation of artifacts in 2017-2018 indicated the need to improve the artifact assessing this PSLO. In 2018-2019 and 2019-2020 the new artifact was in better alignment with the PSLO. A four level rubric was implanted in 18-19 and continued to be refined in 19-20.</p> <p>PLAN OF ACTION: Ensure portions of the rubric criteria are specifically aligned with the PSLO.</p>

	Exam "Sales" Presentation	<p>Tie criteria more directly to specific elements of the SLO. Continue using this assignment format.</p> <p>2019-2020: ELA met. 93.75% of students (15/16) scored 85% or higher on the Disaster Drill used as the final in Fall 2019. 87.5% (14/16) of students earned Mastery, and 12.5% (2/16) earned Proficient.</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>2017-2018 and 2018-2019 NUR 415R STTI Leadership Module Assignment: Patient Safety in the Health Care Workplace</p> <p>2019-2020 NUR 415R Mission, Visions, and Values Assignment</p>	<p>2017-2018 ELA was met. Eight (8) of 8 students (100%) achieved a C+ or better score on the post module quiz.</p> <p>2018-2019: ELA Met. 85% (6/7) met the ELA. 85% (6/7) achieved Mastery; 15% (1/7) achieved Proficient. PLAN OF</p> <p>2019-2020: ELA Met. 100% (6/6) met the ELA. 83% (5/6) achieved Mastery; 17% (1/6) achieved Proficient.</p>	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO.</p> <p>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 artifact: "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 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 SLO and that demonstrates application of criteria from the BSN Essentials regarding this SLO."</p> <p>19-20 The assignment guidelines and rubric (4 level) was used for the first time.</p> <p>PLAN OF ACTION: Continue to use this assignment as it is a good match to ELO and has strong rubric for demonstration of meeting the PSLO. Will investigate to determine if entire assignment meets the SLO or if (and what) portion of the assignment meets the SLO.</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.	2017-2018 and 2018-2019 NUR 405 PICO Paper	2017-2018: ELA met. 29/29 students (100%) achieved score of C+ or better.	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO. 17-18 The Goal/ELA was 80% would receive a C+ or better. 18-19 The Goal/ELA was 80% would receive a 77% or better. Action plan to develop a four level rubric and review the Goal/ELA. 19-20 Faculty discussions in the SON resulted in analysis of artifacts to determine if they were titled to identify the purpose of the assignment and whether the assignment assessed the PSLO. Additional discussion resulted in revisions to the Goal/ELAs of assessments and continued refinement of four level rubrics. PLAN OF ACTION: Continue to use this artifact and evaluate alignment of specific portions of the rubric to the PSLO.</p>
	2019-2020 NUR 405 PICO Analysis of Current Trends in Nursing Practice Paper	2018-2019: ELA met 100% (22/22) achieved a 77% or better on the assignment	
		2019-2020: ELA met 100% (16/16) achieved an 85% High Proficiency rating or higher. 14/16 (87.5%) scored at the mastery level.	
3. Integrate nursing research and evidenced-based practice into professional nursing practice.	NUR 415R 2017-2018	2017-2018: ELA not met. 8/8 (100%) achieved 80% or better score on STTI –Patient Safety in the Health Care Workplace; STTI –Using Evidence to Guide Decision Making and Management Practices	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>17-18 and 18-19 The Goal/ELA was 80% would receive a C+ or better. 2019-2020 80% of students will achieve Proficient or Mastery</p> <p>This course utilized the STTI Leadership Modules for RNs to complete. In 17-18 the quizzes for two modules which provided divided results. For the first quiz the ELA was met but not for the second quiz. 18-19 The Goal/ELA was not met. PLAN OF ACTION following this result: Students are given the grade they earn on the first attempt of the quiz at the end of the module. While this assignment adequately matches the 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 SLO and that demonstrates application of criteria from the BSN Essentials regarding this SLO.</p>
	2018-2019 NUR 415R STTI-Using Evidence to Guide Decision-Making and Management Practices	2018-2019: ELA not met. 8/8 (100%) achieved 80% or better score on STTI –Using Evidence to Guide Decision Making and Management Practices post-module quiz.	
	2019-2020 NUR 415R Nursing Leading the Way with Technology	2018-2019: Not Met. 71% (5/7) met the ELA of C+ or higher on the assignment. 42% (3/7) achieved Mastery;	

		<p>29% (2/7) achieved Proficient; and 29% (2/7) achieved Developing.</p> <p>2019-2020: ELA Met. 67% (4/6) achieved Mastery. 33% (2/6) achieve Proficient. PLAN OF ACTION: This is a new assignment but will be used in future semesters as it matches the ELO and is graded using rubrics with the 4 levels. Will investigate to determine if entire assignment meets the SLO or if (and what) portion of the assignment meets the SLO.</p>	<p>19-20 ELA Met</p> <p>PLAN OF ACTION: This is a new assignment but will be used in future semesters as it matches the PSLO and is graded using rubrics with the 4 levels. Will investigate to determine if entire assignment meets the SLO or if (and what) portion of the assignment meets the SLO.</p> <p>As the development of four level rubrics improved and artifacts were analyzed as to their alignment with assessing the PSLO, artifacts were changed or created that better assessed the student's attainment of the PSLO. The SON faculty will continue to refine and evaluate both rubrics and artifacts.</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.			
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>2017-2018 NUR 465 Data and Statistics Assignment</p> <p>2018-2019 and 2019-2020 NUR 465 Analysis of Health Indicators through Statistical Data Collection</p>	<p>2017-2018: ELA met. 100% of students achieved a Satisfactory score on this assignment.</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"</p> <p>2019-2020 ELA met. 100% of students (16/16) achieved a satisfactory score on this clinical assignment. Students needed at least a 85% to achieve a "satisfactory".</p>	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO. Artifacts were evaluated and refined to ensure that they accurately assessed student attainment of the PSLO. 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>PLAN OF ACTION: Continue assignment with 4 level rubric. The rubric aligns with the 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.</p>

Evaluate information management, technology, and systems in an ethical manner to ensure safe care and enhance sound decision-making in health care delivery systems.	2017-2018 NUR 475R Statistical Data Collection for Community Assessment.	2017-2018: ELA met. 100% of students (12/12) achieved an 85% or higher on this assignment.	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome.</u></p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO. Artifacts were evaluated and refined to ensure that they accurately assessed student attainment of the PSLO. 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>PLAN OF ACTION: Continue assignment with 4 level rubric. Change ELA to include Proficient or above as Satisfactory. The rubric aligns with the 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.</p>
	2018-2019 and 2019-2020 NUR 475R Analysis of Health Indicators through Statistical Data Collection (Assignment was refined and retitled)	2018-2019: 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)	
		2019-2020: ELA met. 100% of students achieved an 85% or higher. 100% (10/10) of students achieved Mastery level.	
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.	NUR 426/ NUR 425: Health Care Policy & Legislation	2017-2018: ELA Met 100%. (23/23 students); Spring 2018-100%. (29/29 students) PLAN OF ACTION: ELA was met..	<p><u>2019-2020 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u></p> <p>17-18 and 18-19 The Goal/ELA was 80% would receive a C+ or better. 2019-2020 80% of students will achieve Proficient or Mastery</p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO. The numbering of the course changed in 2019-2020 to differentiate from the RN to BSN course with the same number.</p> <p>In 2017/2018, a guest speaker presented content on SLO #5 related to health care policy and legislation. Evaluation of student performance was based on engagement with speaker and discussion. A rubric was not established to measure student achievement of SLO #5. PLAN OF ACTION for 2018-2019, the assignment will be revised to improve alignment with SLO #5 with a corresponding rubric to measure student achievement of EOP SLO#5.</p>
		2018-2019: 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)	

		<p>achieved Mastery score; .04% (1/22) achieved 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>2019-2020 The SON faculty discussions led to a consistent level of expectation or goal for rubrics at Proficiency of 80% or better. PLAN OF ACTION: Continue to evaluate this artifact to determine whether a group of assignments works well to assess student attainment of this PSLO.</p>
		<p>2019-2020: 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>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>2018-2019 and 2019-2020 NUR 476R Forum 3 Influences on Public Health Care Delivery (</p>	<p>2017-2018: ELA met. 2017 - 75% (6/8 students); 2018 - 86% (6/7 students).</p> <p>2018-2019: 75% (3/4) students achieved a 92.5% and 25% (1/4) achieved an 84%.</p> <p>2019-2020: ELA met; 100% (11/11) students achieved a 85% or higher. 73% (8/11) achieved Mastery level and 27% (3/11) achieved Proficiency.</p>	<p><u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u></p> <p>The Goal/ELA was met for the past two out of the three years. The ELA in 2018-2019 was higher than proficiency as is the expectation currently. The data analysis over the past three years has resulted in changing the assignment and refining the goal and the rubrics to assess whether students are demonstrating attainment of this PSLO.</p> <p>2017-2018 ELA met PLAN OF ACTION during the 2018-2019 Annual Meeting: The STTI Leadership modules have been used for several semesters with our RN to BSN students. While this information is important for the student to learn, this module needs to be evaluated to determine if it</p>

			<p>is completely aligned with EOP SLO 5. A different assignment may need to be created or assigned to measure EOP SLO 5 achievement.</p> <p>2018-2019 and 2018-2019 PLAN OF ACTION: Continue Forum 3 with 4 level rubric. ELA remains same. The rubric aligns with the 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 SON faculty discussions led to a consistent level of expectation or goal for rubrics at Proficiency of 80% or better.</p>
6. Foster intra/interprofessional team collaboration with healthcare providers and consumers for the improvement of healthcare delivery and patient health outcomes.			
6. Foster intra/interprofessional team collaboration with healthcare providers and consumers for the improvement of healthcare delivery and patient health outcomes.	2017-2018 NUR 465 - Population Focused Care Project	2017-2018: 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.	<p><u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u></p> <p>The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO.</p> <p>2017-2018 Goal/ELA met PLAN OF ACTION: A rubric indicating areas of the project that aligns with demonstration of SLO needs to be refined for data collection purposes. Current assignment will need to be evaluated as to appropriate learning level for senior students (Blooms Taxonomy) and demonstration of meeting the EOP SLO. Assignment does not indicate how the assignment informs interprofessional collaboration to promote health care delivery and patient health outcomes. Title of assignment does not inform the student of the nature of what is expected for specific SLO and overall. Consider assignment refinement or breaking project into assignments that directly relate to SLOs.</p> <p>2018-2019 Goal/ELA met PLAN OF ACTION: Continue assignment. Change ELA to remain the same. The rubric aligns with the 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.</p>
	2018-2019 and 2019-2020 NUR 465 Examination of Population Health Needs for Quality Improvement	2018-2019: ELA met. 100% (11/11) achieved an 85% or higher. 100% (11/11) achieved Mastery level.	
		2019-2020: ELA met. 100% of students (16/16) achieved a Satisfactory. A 85% was needed for a Satisfactory grade on this assignment as written in guidelines. 100% of students earned a Mastery level.	

			<p>2019-2020: ELA met. PLAN OF ACTION: Continue assignment with 4 level rubric. Change ELA to include Proficient or above as Satisfactory. The rubric aligns with the 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.</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: ELA not met. Result--9 of 12 students (75%) achieved an 80% or higher on the Assessment of Data assignment.</p>	<p><u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> 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.</p> <p>2017-2018: ELA not met PLAN OF ACTION: The ELA was not met. This was the first time the ELA was not met and small cohort (12 students) so will continue to monitor results to assess trends over time. The ELA will remain at "80% will achieve an 80% or higher." 2018-2019 ELA met, Artifact was refined to better assess student outcomes related to this PSLO. 2019-2020: ELA met PLAN OF ACTION: Continue assignment. The rubric aligns with the 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.</p>
	<p>2018-2019 and 2019-2020 NUR 476R Examination of Population Health Needs for Quality Improvement</p>	<p>2018-2019: ELA met. 100% (4/4) achieved an 80% or higher.</p>	
		<p>2019-2020: ELA met. 100% (11/11) achieved an 85% or higher. 100% (11/11) achieved Mastery level.</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>7. Provide professional nursing care across the lifespan to diverse individuals, families, and populations to</p>	<p>2017-2018 NUR 405 Concept Map 2018-2019 and 2019-2020</p>	<p>2017-2018: 100% of students achieved a Satisfactory, Spring 2018: 100% of students achieved a Satisfactory, Fall 2018: 100% of students achieved a Satisfactory.</p>	<p><u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> 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.</p>

<p>promote health and prevent disease and injury.</p>	<p>NUR 465 Population Focused Care Project Presentation</p>	<p>2018-2019: ELA met; 100% (22/22) of students achieved an 80% or higher. 100% achieved a 100% (Mastery)..</p> <p>2019-2020: 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.</p>	<p>2017-2018 ELA Met PLAN OF ACTION: Revisions will be made to the Fall 2018 semester to include a more rigorous 4-level grading rubric and the ELA will be adjusted to 85% of students will achieve a Mastery Level.</p> <p>2018-2019 ELA Met PLAN OF ACTION: This is the 3rd of 3 presentations in the course. Students improved their performance with each presentation. The assignment guidelines and rubric (4 level) was 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 ELA Met PLAN OF ACTION: A rubric indicating areas of the project that aligns with demonstration of PSLO needs to be refined for data collection purposes. Current assignment will need to be evaluated as to appropriate learning level for senior students (Blooms Taxonomy) and demonstration of meeting the PSLO. Assignment does not indicate how the assignment informs nursing to diverse individuals and groups to promote health and prevent disease, Title of assignment does not inform the student of the nature of what is expected for specific PSLO and overall. Consider assignment refinement or breaking project into assignments that directly relate to PSLOs.</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 and 2019-2020 NUR 462R Forum 1 - Foundations of Healthy Aging</p>	<p>2017-2018: ELA met. Fall 2017: 100% achieved a C+ or higher; Spring, 2018: 100% achieved a C+ or higher</p> <p>2018-2019 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: ELA met for Summer 2019 cohort. 100% (8/8) achieved a Mastery level rating on this assignment.</p>	<p><u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO.</p> <p>2017-2018 ELA met PLAN OF ACTION: 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>2018-2019 ELA Met PLAN OF ACTION: Revise ELA to 80% of students will achieve a Proficient on the assignment.</p> <p>2019-2020 ELA Met</p>

			PLAN OF ACTION: Maintain ELA and continue use of four level rubric to distinguish differing levels of performance
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 476R Assignment 4 Goals & Objectives	2017-2018: ELA met. Result-- 11 of 12 students (92%) achieved an 80% or higher on Assignment 4.	<u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO. Analysis of data during the past three years of the SON Annual meetings resulted in changing of artifact to better reflect assessment of the outcome, adjusting ELAs to provide consistency and align with the four level rubrics being developed for all artifacts. 2017-2018 ELA met PLAN OF ACTION: The ELA wording was simplified but the rigor remained the same. 2018-2019: ELA met. A 77% on the assignment was required for a Satisfactory. PLAN OF ACTION: Continue assignment but increase minimal score for Satisfactory to 85%. 2019-2020 ELA Met PLAN OF ACTION: Continue assignment with 4 level rubric, 85% minimum for Satisfactory according to guidelines. Continue ELA as written with addition of Proficient or higher rating at 80% minimum (satisfactory). The rubric aligns with the 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.
	2018-2019 and 2019-2020 NUR 465 Reflection on Professional Practice at the Community Level	2018-2019: ELA met. 100% of students (22/22) achieved a satisfactory score. A 77% on the assignment was required for a Satisfactory	
		2019-2020: 100% of students (16/16) achieved a satisfactory score. A 85% on the assignment was required for a Satisfactory.	
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 476R Assignment 4 Goals & Objectives	2017-2018: ELA met. Result-- 11 of 12 students (92%) achieved an 80% or higher on Assignment	<u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO. 2017-2018 ELA met PLAN OF ACTION: The ELA wording was simplified but the rigor remained the same. 2018-2019 ELA met. PLAN of ACTION: Continue reflection assignment but increase ELA 2019-2020 ELA met.
	2018-2019 AND 2019-2020 NUR 476R Reflection on Professional Practice at the Community Level	2018-2019: ELA met. 100% of students (4/4) achieved an 80% or higher. PLAN OF ACTION:	
	and	2019-2020: 100% of students (11/11) achieved an 90% or	

		higher. 100% (11/11) achieved Mastery level.	PLAN OF ACTION: Continue reflection assignment with 4 level rubric. Change ELA to 90% of students will achieve an 89% or higher to align with Mastery level percentage range. The rubric aligns with the 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. Following the faculty plan of action in 2019-2020 and during the SON meetings the 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.
9. Integrate the competencies of a professional nurse to provide, coordinate, and advocate for care of diverse populations.			
9. Integrate the competencies of a professional nurse to provide, coordinate, and advocate for care of diverse populations.	2017-2018 NUR 465 - Population Focused Care Project (PFCP) Presentation	2017-2018: ELA not met; 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><u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u></p> <p>The Goal/ELA was met for two of the past three years. Subsequent review of data over the past three years show that ELAs were raised rather than examining the rigor of the assignments. In 2017-2018 the ELA was, 90% would attain a 90%. This ELA has been revised since then to indicate a minimum of 80% attain proficiency. Under these parameters, the students would have met the ELA in 17-18. 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 PSLO. Overall, the data and analysis provides evidence that students are demonstrating attainment of this PSLO.</p> <p>2017-2018: ELA not met – ELA was 90% of students attained a 90%. PLAN OF ACTION: The assignment guidelines and rubric (4 level) was used for the first time. Continue to use this presentation as the final presentation to showcase clinical work in the community.</p> <p>2018-2019: ELA met. PLAN OF ACTION: The two students who achieved a Below Beginning did not complete the assignment in time to earn any points but they were required to do the assignment as it is a course requirement. The assignment will be maintained.</p> <p>2019-2020 ELA met This assignment closely matches the SLO and with the rubric (4 level), makes it clear that the student is meeting the SLO.</p>
	2018-2019 2019-2020 NUR 497 Patient Advocacy Assignment	2018-2019: 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.	
		2019-2020: ELA met. 100% (16/16) students achieved Mastery.	

			PLAN OF ACTION: Will investigate to determine if entire assignment meets the SLO or if (and what) portion of the assignment meets the SLO.
9. Integrate the competencies of a professional nurse to provide, coordinate, and advocate for care of diverse populations.	NUR 476R Population Focused Care Project Online Presentation for Peer Review	2017-2018: ELA met. FALL 2017: 100% (6/6) achieved 77% or higher score. SPRING 2018: 100% (24/24) achieved 77% or higher score.	<u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> The Goal/ELA was met for two of the past three years. Subsequent review of data over the past three years show that ELAs were raised if students were meeting the ELA at a high level. In 2018-2019 and 2019-2020 the ELA was, 90% would attain a 90%. The 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 ELA in 18-19.
		2018-2019: ELA not met; 75% of students achieved a 90% or higher. 75% (3/4) achieved a Mastery level and 25% (1/4) achieved a Proficiency level (88% for assignment score)...	2017-2018 ELA met (80% attain an 890%) PLAN OF ACTION: In the fall of 2018, a more rigorous 4 level grading rubric will be used with specific portions dedicated to measurement of different categories of the PSLO.
		2019-2020: 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.	2018-2019: ELA not met (90% attain a 90%) PLAN OF ACTION: The assignment guidelines and rubric (4 level) was used for the first time. Continue to use this presentation as the final presentation to showcase clinical work in the community. 2019-2020 ELA Met (90% attain a 90%) Plan of Action: Continue to use this artifact as a final presentation for peer review. Continue use of 4 level rubric. The rubric aligns with the PSLO 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 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.
10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.			
10. Explore personal faith/spirituality with respect to nursing	NUR 497 Spirituality Assignment and Reflection	2017-2018: ELA met. Fall 2017: 100% (6/6) of the students achieved a grade of 80% or higher on the	<u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO.

<p>practice in a diverse global society.</p>		<p>Spirituality Assignment and Reflection. Spring 2018: 89% (24/24) of the students achieved a grade of 80% or higher.</p> <p>2018-2019: ELA met: 25/27 students met the required 80%. 20/27 student achieved Mastery; 5/27 students achieved Proficient; 2/27 students achieved Beginning..</p> <p>2019-2020: ELA met. 94% (15/16) students achieved Mastery. 6% (1/16) student achieved Beginning.</p>	<p>2017-2018 ELA met PLAN OF ACTION: Assignment appropriate to measure 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 ELA met PLAN OF ACTION: Assignment will be maintained. Instructor considering 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>2019-2020 ELA met This assignment closely matches the ELO and with the rubric (4 level), makes it clear that the student is meeting the SLO. PLAN OF ACTION: Will continue to use the assignment. Will investigate to determine if entire assignment meets the SLO or if (and what) portion of the assignment meets the SLO.</p>
<p>10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.</p>	<p>NUR 405 Culturally Responsive and Spiritual Care Assignment</p>	<p>2019-2020 ELA met. Sixteen (16) of 16 students (100%) received "Complete / Satisfactory" grade for this clinical-based assignment. PLAN OF ACTION: 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 SLO 10. Change ELA for 2020-21 to "80% of students will achieve "Proficient" rating or higher</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 PSLOs were lacking. The clinical artifact was graded as satisfactory although students needed to obtain an certain percentage to obtain a "satisfactory"</p> <p>2019-2020 ELA Met PLAN OF ACTION: 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 SLO 10. Change ELA for 2020-21 to "80% of students will achieve "Proficient" rating or higher on this portion of the assignment</p>

		on this portion of the assignment.	
10. Explore personal faith/spirituality with respect to nursing practice in a diverse global society.	2017-2018 NUR 462R Gerontology Issues Paper 2018-2019 and 2019-2020 NUR 462R Forum 4 - Safety, Family and Healthy Aging for the Older Adult	2017-2018: ELA met. Summer 2017 100% 100% (9/9) scored a 77% or above on Gerontology Issues Paper. 2018-2019 ELA met 100% (8/8) achieved a 77% on the assignment. 100% achieved a Mastery rating. PLAN OF ACTION: Revise ELA to 80% of students will achieve a Proficient on the assignment. 2019-2020: ELA met for Summer 2019. 100% (8/8) achieved Mastery rating.	<u>2019-2020: 80% of students will achieve Proficient or Mastery rating on the rubric component aligned with the outcome</u> The Goal/ELA was met for the past three years providing evidence that students are demonstrating attainment of this PSLO. The artifact was changed in 2018-2019 to better align with the PSLO. 2017-2018: ELA met PLAN OF ACTION: Data revealed the assignment to be appropriate to measure 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. 2018-2019 ELA met PLAN OF ACTION: Revise ELA to 80% of students will achieve a Proficient on the assignment. 2019-2020: ELA met PLAN OF ACTION: Maintain ELA and continue use of four level rubric to distinguish differing levels of performance and align rubric with specific indicators on the PSOL.

Program Outcomes

NCLEX Pass rates

ELA: The program's most recent annual licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period.

Current as of 01.11.2021

NCLEX Pass Rates for 2020							
Graduation Date of Cohort	Program Option	Total # of Graduates	# of Graduates who took NCLEX	# of Graduates passed on 1st Attempt	Midland University NCLEX Pass Rate	# of Graduates passing on 2nd Attempt	Overall NCLEX Pass Rate for Midland University
December 2019	Traditional BSN	1	1	1	100%	-	100%
	LPN to BSN	0	0	-	-	-	-
May 2020	Traditional BSN	14	14	11	79%	3	100%
	LPN to BSN	2	2	2	100%	-	100%
2020 NCLEX Pass Rate		17	17	14	82%	3	100%
2018 - 2020 Three year mean		73	73	59	81%	10	95%

Program Completion Rates

ELA: 70 % of students will complete the Traditional BSN, LPN to BSN and RN to BSN program options in 9 semesters or less. (Program length is six semesters. 150% of program = 9 semesters)

Midland University School of Nursing Program Completion RN to BSN Program Option			
Program Option	# of Students in cohort	# of Students in cohort completing within 150% of program. (≤ 9 semesters)	Percent of cohort completing within 150% of program. (≤ 9 semesters)
Cohort Start Date - Spring 2018			Completion on or before 12/2020
RN to BSN	2	1	50%
Cohort Start Date - Summer 2018			Completion on or before 12/2020
RN to BSN	2	2	100%
Cohort Start Date – Fall 2018			Completion on or before 12/2020
RN to BSN	3	3	100%
Cohort Start Date – Spring 2019			Completion on or before 12/2020
RN to BSN	4	3	75%
2020 RN to BSN Program Completion	27	22	81%

Midland University School of Nursing Program Completion - Prelicensure BSN			
Traditional and LPN to BSN Program Options	# of Students in cohort	# of Students in cohort completing within 150% of program.	Program Option
Cohort Start Dates in 2017			Completion on or before 12/2020
Traditional BSN	17	14	82%
LPN to BSN	2	1	50%
2020 Traditional and LPN to BSN Program Options - Completion Rates	19	15	78.9%