

Bishop State Community College
Practical Nursing Programs
Systematic Plan for Evaluation
2021 – 2023

Practical Nursing End-of-Program Student Learning Outcomes

Human Flourishing: Promote the human dignity, integrity, self-determination, and personal growth of patients, oneself, and members of the health care team (NLN, 2010).

Patient-Centered Care: Advocate for the patient and family in the provision of compassionate and coordinated care to support the health, safety, and well-being of patients and families (QSEN, 2012).

Nursing Judgement: Provide a rationale for judgments used in the provision of safe, quality care and for decisions that promote the health of patients within a family context (NLN, 2010).

Informatics: Demonstrate the effective use of strategies to reduce risk of harm to self or others (QSEN, 2012).

Safety: Advocate for the patient and family in the provision of compassionate and coordinated care to support the health, safety, and well-being of patients and families (QSEN, 2012).

Professional Identity: Demonstrate awareness of good practice, and professional identity formation including knowledge and attitudes derived from self-understanding and empathy, ethical questions and choices that are gleaned from a situation, awareness of patient needs, and other contextual knowledge (NLN, 2010).

Teamwork and Collaboration: Function competently within own scope of practice as a member of the health care team (QSEN, 2012).

Spirit of Inquiry: Utilize evidence, tradition, and patient preferences in predictable patient care situation to promote optimal health status (NLN, 2010).

Quality Improvement: Utilize various sources of information to review outcomes of care identifying potential areas for improvement of the quality and safety of care (QSEN, 2012).

Evidence-Based Practice: Demonstrate the effective use of strategies to reduce risk of harm to self or others (QSEN, 2012).

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HUMAN FLOURISHING			
Promote the human dignity, integrity, self-determination, and personal growth of patients, oneself, and members of the health care team (NLN, 2010).			
Assessment Method(s)	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Human Flourishing subscale.	Data Collection: August and December Data Analysis: Annually in August	PN Comprehensive Predictor Assessment: Fall 2023 – 79.8% (Stand-Alone) Summer 2023 – 70.2% (Stand- Alone) Summer 2022 – 71.9% (Stand- Alone) Fall 2021 – 60.3% (1+1) Summer 2021 – 63.4% (1+ 1)
HESI Exam	75% of the NUR 115 Cohort will achieve 850 or better on the subcategory Human Flourishing.	Data Collection: August and December Data Analysis: Annually in August	HESI Exam Assessment: Fall 2023 – 36% (Stand-Alone) Summer 2023 – 48% (Stand-Alone)
Preceptor Evaluation Tool	95% of the NUR 115 Cohort will receive Satisfactory or better on the Preceptor Performance Evaluation Tool subcategory for Human Flourishing (Items 9, 10, 11, 12)	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Clinical Evaluation Tool	95% of the NUR114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Human Flourishing.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Community Resource Project	95% of the NUR115 cohort will receive Satisfactory or better on the Community Resource Project (Items: Men’s Health, Older Adult Health Assignments).	Data Collection: August Data Analysis: Annually in August	Summer 2023 – 100% (1+1) Summer 2023 1+1 Cohort completed a community resource project as a pilot instead of a PN Preceptorship

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PATIENT-CENTERED CARE			
Advocate for the patient and family in the provision of compassionate and coordinated care to support the health, safety, and well-being of patients and families (QSEN, 2012).			
Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the patient- centered care subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 68.5% (Stand-Alone) Summer 2023 – 69.4% (Stand-Alone) Summer 2022 – 72.2% (Stand-Alone) Fall 2021 – 59.1% (1 +1) Summer 2021 – 64.3% (1+1)
Preceptor Evaluation Tool	95% of the NUR 115 Cohort will receive Satisfactory or better on the Preceptor Performance Evaluation Tool subcategory for Patient-Centered Care (Items 10, 13, 27)	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Patient- Centered Care.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Community Resource Project	95% of the NUR115 cohort will receive Satisfactory or better on the Community Resource Project (Items: 5K Run Post Race Health Assessments Assignment).	Data Collection: August Data Analysis: August	Summer 2023 – 100%(1+1) Summer 2023 1+1 Cohort completed a community resource project as a pilot instead of a PN Preceptorship

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NURSING JUDGMENT			
Provide a rationale for judgments used in the provision of safe, quality care and for decisions that promote the health of patients within a family context (NLN, 2010).			
Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Nursing Judgment subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 71.6% (Stand-Alone) Summer 2023 – 73.2% (Stand-Alone) Summer 2022 – 66.4% (Stand-Alone) Fall 2021 – 61.6% (1 +1) Summer 2021 – 60.3% (1+1)
HESI Exam	75% of the NUR 115 Cohort will achieve 850 or better on the subcategory Nursing Judgment.	Data Collection: August and December Data Analysis: Annually in August	The use of the HESI Exam was adopted in 2023. Fall 2023 – 36% (Stand-Alone) Summer 2023 – 48% (Stand-Alone)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Nursing Judgment.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Module Exams	75% of the students will score 75% or better on the Nursing Judgment subcategory of module exams.	Data Collection: August Data Analysis: Annually in August	Fall 2023 – Final 89.37% (Items: 10, 14, 19, 22, 24, 41, 34, 35, 38, 53) (Stand-Alone) Summer 2023 – Final 88.75% (Items: 5, 10, 13, 16, 17, 20, 26, 31, 34, 38) (Stand- Alone) Summer 2023 – Final 93.25% (Items: 5, 10, 13, 16, 17, 20, 26, 31,34, 38) (1+1) *Summer 2022 – Exam 3 97.3% (Items: 3,8, 27) Summer 2021 – Exam 1 69% (1 +1) (Items: 5, 12, 14, 15, 24, 27, 28, 3, 36) *Scores are not disaggregated by program option

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Dosage Calculation Exam	75% of the students will score 80 or better on the first attempt of the Dosage Calculation exam in NUR115.	Data Collection: August and December	Fall 2023 – 80% (Stand-Alone) *Summer 2023 – 68% *Summer 2022 – 62.7% Fall 2021 – 57.1% (1+1) Summer 2021 – 57.1% (1+1) *Scores are not disaggregated by program option.
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INFORMATICS			
Demonstrate the effective use of strategies to reduce risk of harm to self or others (QSEN, 2012).			
Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Informatics subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 84.2% (Stand-Alone) Summer 2023 – 66.7% (Stand-Alone) Summer 2022 – 64.3% (Stand-Alone) Fall 2021 – 73.1% (1 +1) Summer 2021 –70.4% (1+1)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Informatics.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Module Exams	75% of the students will score 75% or better on the Informatics subcategory of module exams.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – Final 100% (Items: 5, 26, 28, 29, 30, 32, 40) (Stand-Alone) Summer 2023 – Final 96.4% (Items: 2, 18, 28, 29,30,32,47) (Stand- Alone) Summer 2023 – Final 97.2% (Items: 2, 18, 28, 29, 30, 32,47) (1+1) *Summer 2022 – Exam 3 97.3% (Items: 3,8, 27) Summer 2021 – Exam 1 84% (1 +1) (Items: 17,22,23,26,34)

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			*Scores are not disaggregated by program option
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SAFETY			
Advocate for the patient and family in the provision of compassionate and coordinated care to support the health, safety, and well-being of patients and families (QSEN, 2012).			
Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Safety subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 73.9% (Stand-Alone) Summer 2023 – 69.4% (Stand-Alone) Summer 2022 – 70.9% (Stand-Alone) Fall 2021 – 65.6% (1 +1) Summer 2021 – 60.4% (1+1)
Preceptor Evaluation Tool	95% of the NUR 115 Cohort will receive Satisfactory or better on the Preceptor Performance Evaluation Tool subcategory for Safety (Items 15, 20, 22)	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Safety.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Dosage Calculation Exam	75% of the students will score 80 or better on the first attempt of the Dosage Calculation exam in NUR 115.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 80% Summer 2023 – 68% Summer 2022 – 62.7% Fall 2021 – 57.1% Summer 2021 – 57.1%

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			Scores are not disaggregated by program option.
Community Resource Project	95% of the NUR115 cohort will receive Satisfactory or better on the Community Resource Project (Item: Older Adult Health Assignment).	Data Collection: August Data Analysis: August	Summer 2023 – 100% (1+1) Summer 2023 1+1 Cohort completed a community resource assignment as a pilot instead of a PN Preceptorship

PROFESSIONAL IDENTITY

Demonstrate awareness of good practice, and professional identity formation including knowledge and attitudes derived from self-understanding and empathy, ethical questions and choices that are gleaned from a situation, awareness of patient needs, and other contextual knowledge (NLN, 2010).

Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Professional Identity subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 80.1% (Stand-Alone) Summer 2023 – 73.4% (Stand-Alone) Summer 2022 – 73.1% (Stand-Alone) Fall 2021 – 66.7% (1 +1) Summer 2021 – 61.1% (1+1)
Preceptor Evaluation Tool	95% of the NUR 115 Cohort will receive Satisfactory or better on the Preceptor Performance Evaluation Tool for subcategory for Professional Identity (Items 1, 2, 3, 32)	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)

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Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Professional Identity.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Community Resource Project	95% of the NUR115 cohort will receive Satisfactory or better on the Community Resource Project (Items: 5K Run Post Race Health Assessments Assignment).	Data Collection: August Data Analysis: August	Summer 2023 – 100% (1+1) Summer 2023 1+1 Cohort completed a community resource assignment as a pilot instead of a PN Preceptorship

TEAMWORK AND COLLABORATION

Function competently within own scope of practice as a member of the health care team (QSEN, 2012).

Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Teamwork and Collaboration subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 78.8% (Stand-Alone) Summer 2023 – 71.2% (Stand-Alone) Summer 2022 – 68.9% (Stand-Alone) Fall 2021 – 70.3% (1 +1) Summer 2021 – 63.0% (1+1)

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Preceptor Evaluation Tool	95% of the NUR 115 Cohort will receive Satisfactory or better on the Preceptor Performance Evaluation Tool subcategory for Teamwork & Collaboration (Items: 4, 21, 22, 28)	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Teamwork and Collaboration.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Community Resource Project	95% of the NUR115 cohort will receive Satisfactory or better on the Community Resource Project (Items: Windshield Surveys, Men’s Health, Older Adult Health, HIV Awareness, 5K Run Post Race Health Assessments Assignment).	Data Collection: August Data Analysis: August	Summer 2023 – 100% (1+1) Summer 2023 1+1 Cohort completed a community resource assignment as a pilot instead of a PN Preceptorship

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SPIRIT OF INQUIRY			
Utilize evidence, tradition, and patient preferences in predictable patient care situation to promote optimal health status (NLN, 2010).			
Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Spirit of Inquiry subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 55.5% (Stand-Alone) Summer 2023 – 59.6% (Stand-Alone) Summer 2022 – 69.8% (Stand-Alone) Fall 2021 – 57.7% (1 +1) Summer 2021 –69.5% (1+1)
HESI Exam	75% of the NUR 115 Cohort will achieve 850 or better on the subcategory Spirit Inquiry.	Data Collection: August and December Data Analysis: Annually in August	The use of the HESI Exam was adopted in 2023. Fall 2023 – 62% (Stand-Alone) Summer 2023 – 38% (Stand-Alone)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for the spirit of inquiry.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)

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QUALITY IMPROVEMENT			
Utilize various sources of information to review outcomes of care identifying potential areas for improvement of the quality and safety of care (QSEN, 2012).			
Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Quality Improvement subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 79.6% (Stand-Alone) Summer 2023 – 50% (Stand-Alone) Summer 2022 – 45.2% (Stand-Alone) Fall 2021 – 39.7% (1 +1) Summer 2021 – 55.6% (1+1)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Quality Improvement.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)

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EVIDENCE-BASED PRACTICE			
Demonstrate the effective use of strategies to reduce risk of harm to self or others (QSEN, 2012).			
Assessment Method(s)	Expected Levels of Achievement	Data Collection & Analysis Frequency	Results of Data Collection
ATI PN Comprehensive Predictor	75% of the NUR 115 cohort will meet benchmark of 65% or better on the Evidence-Based Practice subscale.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 67.6% (Stand-Alone) Summer 2023 – 72.6% (Stand-Alone) Summer 2022 – 66.8% (Stand-Alone) Fall 2021 – 59.4% (1 +1) Summer 2021 – 60.8% (1+1)
Preceptor Evaluation Tool	95% of the NUR 115 Cohort will receive Satisfactory or better on the Preceptor Performance Evaluation Tool subcategory for Evidence-Based Practice (Item: 31)	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)
Clinical Evaluation Tool	95% of the NUR 114 cohort will receive Satisfactory or better on the Clinical Evaluation tool subscale for Evidence-Based Practices.	Data Collection: August and December Data Analysis: Annually in August	Fall 2023 – 100% (Stand-Alone) Summer 2023 – 100% (Stand-Alone) Summer 2022 – 100% (Stand-Alone) Summer 2022 – 100% (1+1) Fall 2021 – 100% (1+1) Summer 2021 – 100% (1+1)

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<p style="text-align: center;">Community Resource Project</p>	<p>95% of the NUR115 cohort will receive Satisfactory or better on the Community Resource Project (Items: Windshield Survey, HIV Awareness Assignments)</p>	<p>Data Collection: August Data Analysis: August</p>	<p>Summer 2023 – 100% (1+1) Summer 2023 1+1 Cohort completed a community resource assignment as a pilot instead of a PN Preceptorship</p>
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Program Outcomes

Program Completion Rates	
Assessment Method(s)	Data Collection &/or Assessment Frequency & Analysis Frequency
Review of ARGOS completion reports (Student Data System)	Data Collection: August and December
Review program cohort spreadsheets maintained by the Health Sciences Retention Coach	Data Analysis: Annually in August

Program Option	Standard Program Length	Expected Levels of Achievement
Practical Nursing 1+1 Program	Three (3) Semesters	40% or greater completion rate
Stand-Alone Practical Nursing Program	Three (3) Semesters	40% or greater completion rate

Program Completion Rates	
<u>ELA</u> : 40% or greater of all students enrolled in the 1+1 program option who start the first PN nursing course will complete the program within 3 academic semesters (on-time) with a PN certificate.	
<u>ELA</u> : 40% or greater of all students enrolled in the Stand-Alone program option who start the first PN nursing course will complete the program with 3 academic semesters (on-time) with a PN certificate.	
Year	Aggregated PN Completion Rates
2020	44.28% (31/70)
2021*	31.86% (36/118)
2022	17.89% (17/95)
2023	Data not yet available

*The Stand-Alone PN program option admitted its first cohort in Fall 2021.

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Licensure Examination Pass Rates	
Assessment Method(s)	Data Collection &/or Assessment Frequency & Analysis Frequency
Review of Online Licensure Verification	Data Collection: Ongoing
Review of ABN Quarterly Reports & Annual Reports	Data Analysis: Annually in August

NCLEX-PN Licensure Examination Pass Rates	
<u>ELA</u> : The pass rate for all First-Time Test Takers will be 80% or greater for the NCLEX-PN Examination.	
Year	Aggregated PN Completion Rates
2021	100% (23/23)
2022	89.47% (34/38)
2023	100% (33/33)

Job Placement Rates	
Assessment Method(s)	Data Collection &/or Assessment Frequency & Analysis Frequency
Surveys	Data Collection: February and October Data Analysis: Annually in August

Job Placement Rates
<u>ELA (Stand-Alone)</u> : 85% of PN Stand-Alone program option graduates will report employment as an LPN within 6 months of graduation.
<u>ELA (1+1)</u> : 85% of 1+1 PN program option graduates will continue their education at the Associate Degree level.

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Year	Aggregated PN Job Placement Rates	Response Rate
2022	100% (1/1)* *The PN Stand- Alone program option started Fall 2021 with graduates in 2022	20% (1/5)
2023	88.23% (15/17)	100% (17/17)
2024	Data not yet available	

Results expressed as percentage of students and/or graduates responding