

Plan for Assessment of Student Learning Outcomes
The University of New Mexico

A. College, Department and Date

1. College: *UNM-Gallup Branch*
2. Department: *Nursing*
3. Date: *March 13, 2009*

B. Academic Program of Study*

A.S. Nursing

C. Contact Person(s) for the Assessment Plan

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D. Broad Program Goals & Measurable Student Learning Outcomes

1. Broad Program Learning Goals for this Degree/Certificate Program

A student graduating from the UNM-Gallup Nursing Program will:

- A. Provide culturally appropriate care in a variety of settings to a diverse population.
- B. Use nursing process/critical thinking as a framework to provide safe and effective care for the client, family and community.
- C. Demonstrate therapeutic and effective communication skills in the provision of client care.
- D. Display professional behaviors appropriate for the role of associate degree nurse including a commitment for lifelong learning.
- E. Pass the NCLEX examination to obtain licensure as a registered nurse.

2. List of Student Learning Outcomes (SLOs) for this Degree/Certificate Program

- A.1. Provide nursing care appropriate for the population served.
- A.2. Integrate cultural beliefs, practices, and spirituality into the plan of care for the client and family.
- B.1. Utilize nursing process to prioritize client care
- B.2. Apply critical thinking skills to the provision of nursing care
- C.1. Identify and demonstrate the various communication modalities.
- C.2. Utilize effective communication to deliver client care.
- D.1. Demonstrate behaviors associated with a professional nurse including legal and ethical responsibilities.
- E.1. Pass the RN Predictor exam indicating readiness for the NCLEX exam.

* Academic Program of Study is defined as an approved course of study leading to a certificate or degree reflected on a UNM transcript. A graduate-level program of study typically includes a capstone experience (e.g. thesis, dissertation, professional paper or project, comprehensive exam, etc.).

E. Assessment of Student Learning Three-Year Plan

1. Student Learning Outcomes

Relationship to UNM Student Learning Goals (insert the program SLOs and check all that apply):

University of New Mexico Student Learning Goals				
Program SLOs	Knowledge	Skills	Responsibility	Program SLO is conceptually different from university goals.
A.1. Provide nursing care appropriate for the population served.	X	X	X	
A.2. Integrate cultural beliefs, practices, and spirituality into the plan of care for the client and family.	X	X	X	
B.1. Utilize nursing process to prioritize client care	X	X	X	
B. 2. Apply critical thinking skills to the provision of nursing care	X	X	X	
C.1. Identify and demonstrate the various communication modalities.	X	X	X	
C.2. Utilize effective communication to deliver client care.	X	X	X	
D.1. Demonstrate behaviors associated with a professional nurse including legal and ethical responsibilities.	X	X	X	
E.1. Pass the RN Predictor exam indicating readiness for the NCLEX exam.	X			

2. How will learning outcomes be assessed?

A. What:

Program SLO	Assessment	Criteria for Success
A. 1. Provide nursing care appropriate for the population served.	<i>Direct: clinical evaluations</i>	<i>75% or greater as measured on the clinical evaluation tool in the area of culture and spirituality</i>
A. 2. Integrate cultural beliefs, practices, and spirituality into the plan of care for the client and family.	<i>Direct: written nursing care plans and concept maps and written exams</i> <i>Direct: clinical evaluations</i>	<i>Average 75% or greater on written assignments</i> <i>75% or greater as measured on the clinical evaluation tool in the area of culture and spirituality</i>

B. 1. Utilize nursing process to prioritize client care	<p><i>Direct: clinical evaluations</i></p> <p><i>Direct: written nursing care plans and concept maps and written exams</i></p>	<p><i>75% or greater as measured on the clinical evaluation tool in the area of critical thinking and nursing process</i></p> <p><i>Average 75% or greater on written assignments</i></p>
B. 2. Apply critical thinking skills to the provision of nursing care	<p><i>Direct: clinical evaluations</i></p> <p><i>Indirect: graduate and employer surveys</i></p> <p><i>Direct: standardized testing</i></p>	<p><i>Pass clinical portion of course with 75% or greater</i></p> <p><i>80% of employer and graduate surveys rate graduate performance and program satisfaction at 3 or greater (scale 1-5)</i></p> <p><i>90% of students will perform at 60% or greater on the critical thinking portion of the standardized tests administered each semester</i></p>
C. 1. Identify and demonstrate the various communication modalities.	<p><i>Direct: clinical evaluations</i></p>	<p><i>75% or greater as measured on the clinical evaluation tool in the area of communication</i></p>
C. 2. Utilize effective communication to deliver client care.	<p><i>Direct: clinical evaluations</i></p> <p><i>Indirect: graduate and employer surveys</i></p>	<p><i>75% or greater as measured on the clinical evaluation tool in the area of communication</i></p> <p><i>80% of employer and graduate surveys rate graduate performance and program satisfaction at 3 or greater (scale 1-5)</i></p>
D. 1. Demonstrate behaviors associated with a professional nurse including legal and ethical responsibilities.	<p><i>Direct: clinical evaluations</i></p> <p><i>Indirect: graduate and employer surveys</i></p>	<p><i>75% or greater as measured on the clinical evaluation tool in the area of professionalism</i></p> <p><i>80% of employer and graduate surveys rate graduate performance and program satisfaction at 3 or greater (scale 1-5)</i></p>
E.1. Pass the RN Predictor exam indicating readiness for the NCLEX exam.	<p><i>Direct: RN Predictor standardized exam</i></p> <p><i>Direct: NCLEX exam</i></p>	<p><i>100% of students will achieve a 76% or greater on the RN predictor (indicating 97% chance of passing NCLEX)</i></p> <p><i>100% of graduates will pass the NCLEX exam</i></p>

B. Who: Assessment will include evidence from all nursing students since a majority of these measures are requirements for progression in and graduation from the program.

3. When will learning outcomes be assessed? When and in what forum will the results of the assessment be discussed?

Program SLOs	Fall 09	Spr 10	Fall 10	Spr 11	Fall 11	Spr 12
A. 1. Provide nursing care appropriate for the population served.	X	X	X	X	X	X
A. 2. Integrate cultural beliefs, practices, and spirituality into the plan of care for the client and family.	X	X	X	X	X	X
B. 1. Utilize nursing process to prioritize client care	X	X	X	X	X	X
B. 2. Apply critical thinking skills to the provision of nursing care.	X	X	X	X	X	X
C. 1. Identify and demonstrate the various communication modalities.	X	X	X	X	X	X
C. 2. Utilize effective communication to deliver client care.	X	X	X	X	X	X
D. 1. Demonstrate behaviors associated with a professional nurse including legal and ethical responsibilities.	X	X	X	X	X	X
E.1. Pass the RN Predictor exam indicating readiness for the NCLEX exam.	X	X	X	X	X	X

Learning outcomes are examined every semester because they affect student progression as outlined in the Nursing Student Handbook. Meetings between all nursing faculty and the Program Specialist take place toward the end of each semester to review outcomes of the students as a group.

4. What is the unit's process to analyze/interpret assessment data and use results to improve student learning?

Unit, Course and Program outcomes incorporate the broad program goals and student learning outcomes listed in D.1. and D.2.

University of New Mexico-Gallup Systematic Plan for Evaluation					
Component	Benchmark	Frequency of Assessment	Method of Assessment	Results of Data Collection and Analysis	Action by Program
Unit Outcomes	≥75%	End of course units	Computerized multiple choice and alternate item exam	Review by course instructor and student with possible remediation.	N/A
Course Outcomes	≥75% ≥75%	End of each semester	Computerized multiple choice and alternate item exam. Clinical evaluation tool.	Review by clinical instructor, course instructor, and student with remediation if appropriate. Review of course success rate by nursing faculty at the end of each semester.	Evaluation of course success rate with remediation for individual students or revisions of didactic and clinical approach as needed.

Course Outcomes	Satisfactory	End of each semester	Student evaluation of course using university IDEA evaluation tool; clinical instructor evaluation tool; clinical site evaluation tool.	Review by instructor and Program Director.	Revision of didactic and/or clinical approaches as needed.
Course Outcomes	Level 2	End of each semester except for Med-Surg, which is assessed at end of series of three courses	ATI standardized testing	Review by student and instructor.	Implementation of remediation plan and retesting.
Program Outcomes	Meets minimum program objectives	End of each semester final Nursing Practicum (Nurs 242)	Student self evaluation	Review by faculty	Decision making for program improvement
Program Outcomes	$\geq 76\%$	End of each semester	ATI Predictor Exam	Review by Program Director and Faculty	Decision making for program improvement
Program Outcomes	$\geq 85\%$ satisfied with quality of nursing program	?	Survey of local healthcare facilities	Review by Program Director and Faculty	Decision making for program improvement

	graduates				
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Program Outcomes	≥80% of students will complete the program within 6 months	Bi-annual	Graduation Rate	Review by Program Director and Faculty	Decision making for program improvement
Program Outcomes	≥80 %	Bi- annual	NCLEX-RN pass rate	Review by Program Director and Faculty. Reported to Advisory Committee	Decision making for program improvement
Program Outcomes	≥80% of graduates will be employed as RNs within 6 months of successful completion of NCLEX	Annual	Job placement rate	Review by Program Director and Faculty	Decision making for program improvement