

STANDARD VII. EDUCATIONAL EFFECTIVENESS

Educational effectiveness: there is an identified plan for systematic evaluation including assessment of student academic achievement.

Criterion 22: There is a written plan for systematic program evaluation that is used for continuous program improvement.

22a. Program evaluation of the nursing education unit, as defined by the governing organization and the unit, demonstrates, how and to what extent the program is attaining all NLNAC standard and criteria.

22b. Plan contains, at a minimum: expected levels of achievement, time frames, and assessment methods.

22c. Data/information are collected, analyzed, aggregated, and trended.

The Program Evaluation Plan (pages 112-138) includes analysis of each criterion within the seven NLNAC standards. Trended data is included within Appendix K: Graduate survey – Program Satisfaction, Appendix L: Employer Survey – Program Satisfaction and appendix M: Student Program Satisfaction evaluation. Within the Program Evaluation Plan, inclusion of data sources and related policy and procedure websites allows for regular assessment and evaluation of outcomes.

22d. Evaluation findings are used for decision making for program improvement.

The Nursing Division performs an internal annual review for program evaluation and improvement. The results are used to set goals for each subcommittee related to the NLNAC Standard area as well as goals for the Nursing Division, as well as action recommendations.

The annual review facilitates a triennial program review which meets program evaluation requirements of Anoka-Ramsey Community College and MnSCU. The annual review also facilitates documentation of processes and standards for accreditation.

22e. Strategies are taken or will be taken to address the area(s) identified as needing improvement.

The Program Evaluation Plan is intended to be a working document which reflects the complex relationship of each criterion to the educational and interpersonal needs of our nursing students, the outcomes of the Nursing Program, the needs of the College as a whole, the needs of nursing as a profession and finally to the needs of the community for nursing care.

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Educational effectiveness: there is an identified plan for systematic evaluation including assessment of student academic achievement.

Criterion 23: Student academic achievement by program type is evaluated by:

- Graduation rates
- Licensure/certification pass rates
- Job placement rates
- Program satisfaction

23a. Measurement of graduation rates of students who complete the program within a defined period of time.

Comparison of graduation rates of students who are admitted to the ARCC Nursing Program within the past three years indicates 88.7% (ELA⁶ ≥80%) of nursing students graduate within 150% of the program length. 150% of program length would constitute three years or six semesters for traditional two-year students, and 1.5 years for a LPN-RN mobility student.

Table 23.1: **Number of Graduates**

Date of graduation	Cambridge graduates	Coon Rapids graduates	Total	Calendar year total
May 04		132	132	
Dec. 04	26		26	(2004) 158
May 05	1	134	135	
Summer 05		1	1	
Dec. 05	29		29	(2005) 165
May 06		134	134	
Summer 06		1	1	
Dec. 06	25	10	35	(2006) 170
May 07		122	124	
Summer 07	2	1	3	
Dec. 07	7	25	32	(2007) 157

Reflects all nursing graduates, including students who were readmitted or taken Leave of Absence.

Table 23.2: **Graduation Rate**

Graduation rate	Graduation FY 04 (anticipated)	Graduation FY 05 (anticipated)	Graduation FY 06 (anticipated)
Entering students	145	186	190
Graduated w/in 150% program length	128	165	170
% graduating w/in predetermined timeframe	88.3%	88.7%	89.5%

First time entering students are counted within their class. Repeating students were counted for the on-time graduation rate in a prior class.

⁶ ELA: Expected level of achievement set by Nursing Division

23b. Measurement of performance of licensure examination of program graduates.

Graduates of the Nursing Program are eligible to take the National Council Licensure Examination for RN (NCLEX-RN). Results are released from the Minnesota Board of Nursing with data of numbers of students taking exam and related pass rates. Results for 2006 indicated 85.7% of students passed NCLEX-RN the first-time taking the exam. Results for first three quarters of 2007 indicate a first-time pass rate of 81.53% year to date. Results compiled from the past five years are listed in Table 23.3, indicating an average first-time pass rate of 84.7% (ELA \geq 85%). These remain below the benchmark. Analysis of admission factors in relation to NCLEX first-time pass rate has found no significant correlation. Additional analysis will continue to evaluate these factors.

Table 23.3: **NCLEX-RN First-time Success Rates**

NCLEX first-time pass: comparison of ARCC to Statewide AD Programs	2003 Number/ %	2004 Number/ %	2005 Number/ %	2006 Number/ %	2007 Number/ %	Total/ mean %
Anoka-Ramsey Community College	127/ 93%	131/ 82%	163/ 83%	161/ 85.7%	157/ 81.53%	739/ 84.7%
Statewide Associate Degree Programs	1255/ 87%	1349/ 85%	1720/ 84%	1618/ 87%	1779/ 81.56%	7721/ 84.74%

Reported by MN Board of Nursing – on website:

<http://www.state.mn.us/portal/mn/jsp/content.do?contentid=536898867&contenttype=EDITORIAL&template=&id=-536893080&subchannel=-536893084&programid=536898486&agency=NursingBoard>

23c. Measurement of job placement rates of associate degree graduated within one year after graduation.

Graduates of the nursing program who reply to the survey, indicate nearly all (99%) who respond to the survey (average response rate 41%) have a “position as a RN” at the time of the survey (ELA \geq 85%).

Table 23.4: **Job Placement Rates for Graduates**

Graduate survey stated: “ <i>position as RN</i> ”	Graduates 2004 (n=65/ 40.9% response rate)	Graduates 2005 (n=75/ 46% response rate)	Graduates 2006 (n=60/ 35.3% response rate)
Yes	98%	99%	100%
No	2%	1%	0%

23d. Measurement by program satisfaction as measure by graduates and/or employer.

Graduate Survey – Program Satisfaction surveys were sent seven to nine months following graduation. Results were analyzed for combined campuses class of 2004, 2005, and 2006, and indicate all 25 areas assessed were rated as adequate or very adequate (greater than 75%) *except for*:

1. “supervise and evaluate nursing personnel” at 71% 2005 and 72% 2006
2. “relate and apply research findings” at 63% 2005 and 67% 2006
3. “strategies for cost-effective care” at 72% for 2005

See Appendix K: Graduate Survey – Program Satisfaction Trends data, including trended tables for *combined campuses* for class of 2004, 2005 and 2006.

Analysis: Graduate program satisfaction survey results with an average response rate of 41% for past three years indicate greater than expected levels of achievement ($\geq 75\%$) rating “adequate” or “very adequate” by respondents in all 25 areas except three indicated above. Graduate program satisfaction surveys indicate a high level of satisfaction by prior graduates of Nursing Program.

Employer Survey – Program Satisfaction surveys were sent to employers as identified on the Graduate Program Satisfaction survey. Results were analyzed for combined campuses class of 2004, 2005, and 2006, and indicate all 25 areas assessed were rated as adequate or very adequate (greater than 75%) *except for*:

1. “establish an environment that promotes holistic care” at 72% for 2004
2. “facilitate continuity of care” at 72% 2006
3. “delegate to other nursing personnel” at 72% 2006
4. “supervise and evaluate nursing personnel” at 64% 2004, 57% 2005 and 61% 2006
5. “relate and apply research findings” at 64% 2004 and 72% 2006
6. “Strategies for cost-effective care” at 72% for 2004 and 72% 2006.

See Appendix L: Employer Survey – Program Satisfaction Trends data, including trended tables for combined campuses for class of 2004, 2005, and 2006.

Analysis: Employer Program Satisfaction survey results with an average response rate of 50% for past three years indicates greater than expected levels of achievement

(≥75%) stating “adequate” or “very adequate” by respondents in all 25 areas except six indicated above. Employer Program Satisfaction surveys indicates a high level of satisfaction by employers of graduates.

There are 25 outcomes for the current ***Graduate Survey – Program Satisfaction*** and ***Employer Survey – Program Satisfaction*** survey which need to be evaluated and potentially rewritten to reflect the eight NLNAC competencies which are student outcomes for graduates of the 2007 curriculum, beginning with May 2009 graduates.

23e. Data are collected, analyzed, aggregated and trended.

23f. Evaluation findings are used for decision making for program improvement.

23g. Strategies are taken or will be taken to address the area(s) identified as needing improvement.

Analysis of the outcomes, including completion rate, employment as RN and program satisfaction surveys indicate positive results in all of those measures, see Table 23.5.

However, NLCEX-RN first-time pass rate remains below benchmark at 81.53% for 2007 year to date. Analysis of factors such as admission criteria needs to continue in relation to NCLEX passing rates. Faculty continue to discuss the best way to utilize HESI (curriculum assessment examination) results to provide feedback to students at risk.

The results indicate some areas for improvement, both the graduate survey and employer survey indicated lower than expected level of achievement in three common areas; “supervise and evaluate nursing personnel,” “relate and apply research findings” and “strategies for cost-effective care.” These areas will be reviewed to ensure focused inclusion in course content. Review and update of the curriculum and admission requirements is an on-going process to ensure continued success in these areas.

Table 23.5: **Academic Outcomes Summary**

Required outcomes	Expected level of Achievement	Actual Level of Achievement	Resulting action
Completion rate	≥80% within 150% of program lengths	88.7% (average for three most recent reported academic year gradating classes)	Continue to evaluate admission and readmission process.
NCLEX first time pass rate (2006)	≥85% -Division vote for benchmark	85.7% for 2006 (83.5% average for last three reported years) 81.53% for 2007 (first three quarters)	Review of curriculum, updating. Continued evaluation of admission criteria in relation to outcomes. Qualitative analysis of admission factors (NLN scores/ GPA/ previously completed A&P – but no significant correlation with NCLEX pass rates)
Employment rate	≥85% will be employed as RN within one year after graduation	99% on graduate survey results	Continue to evaluate employment of graduates to meet needs of beginning nursing practice.
Program Satisfaction: Graduate survey results	≥75% on each of 25 areas assessed in survey	≥ 75% stating “adequate” or “very adequate” by respondents in all 25 areas except three (average response rate of 41% for class of 2004, 2005, and 2006)	Areas for improvement identified by Graduate survey include: 1. “supervise and evaluate nursing personnel” 2. “relate and apply research findings” 3. “strategies for cost-effective care” Review, reinforce these concepts in Curriculum content.
Program Satisfaction: Employer survey results	≥75% on each of 25 areas assessed in survey	≥ 75% stating “adequate” or “very adequate” by respondents in all 25 areas except six (average response rate of 50% for class of 2004, 2005, and 2006)	Areas for improvement identified by Employer survey include: 1. “establish an environment that promotes holistic care” 2. “facilitate continuity of care” 3. “delegate to other nursing personnel” 4. “supervise and evaluate nursing personnel” 5. “relate and apply research findings” 6. “strategies for cost-effective care” Review; reinforce these concepts in Curriculum content.