

2017 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

STANDARD 6: OUTCOMES
 Program evaluation demonstrates that students have achieved each end-of-program student learning outcome and each program outcome.

The nursing program has a current systematic plan of evaluation. The systematic evaluation plan contains:

- a. Specific measurable expected levels of achievement for each end-of-program student learning outcome and each program outcome.
- b. Appropriate assessment method(s) for each end-of-program student learning outcome and each program outcome.
- c. Regular intervals for the assessment of each end-of-program student learning outcome and each program outcome.
- d. Sufficient data to inform program decision-making for the maintenance and improvement of each end-of-program student learning outcome and each program outcome.
- e. Analysis of assessment data to inform program decision-making for the maintenance and improvement of each end-of-program student learning outcome and each program outcome.
- f. Documentation demonstrating the use of assessment data in program decision-making for the maintenance and improvement of each end-of-program student learning outcome and program outcome.

6.1 The program demonstrates evidence of student achievement of each of the end-of-program student learning outcomes. There is ongoing assessment of the extent to which students attain end-of-program student learning outcomes. There is an analysis of assessment data and documentation that the analysis of assessment data is used for decision-making for the maintenance and improvement of students' attainment of end-of-program student learning outcomes.

PLAN				IMPLEMENTATION	
Component	Assessment Method(s)	Expected Level(s) of Achievement	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions for Program Development, Maintenance, or Revision
End-of-Program Student Learning Outcomes	Review, Collect, Aggregate, and Trend the following: NCLEX Pass Rate	The licensure exam pass rate will be at or above the national mean and will meet the 3 year mean of at least 80% required by the ABON	Annually (Fall)	<p style="text-align: center;">2017</p> Traditional: 96% (25/26) Mobility: 100% (14/14) Aggregated Total: 97.6% (39/40)	<p style="text-align: center;">2017</p> ELAs met: Continue to use HESI Live Review with upcoming change in curriculum. Encourage students to use adaptive quizzing to prepare for NCLEX.
				<p style="text-align: center;">2018</p> Traditional: 78.4% (29/37) (1 Student took NCLEX in January 2019; 2 graduates have not taken NCLEX) Mobility: 85% (11/13) Aggregated Total: 80% (40/50)	<p style="text-align: center;">2018</p> ELAs met for Mobility students and Aggregated results; ELA not met for Traditional students: Lecture time will be added to courses instead of all active learning. NUR 221 will be restructured: Elsevier Live Review first of the semester; HESI Exam #1 will be given; Remediation assigned; HESI Exam #2 will be given; Remediation if Student scores <850

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				<p style="text-align: center;">2019</p> <p>Traditional: 91.43% (32/35) Mobility: 75% (5/7) Aggregated Total: 88.10% (37/42)</p> <p style="text-align: center;">2020</p> <p>Traditional: 83.5% (25/30) Mobility: 80% (4/5) Aggregated Total: 82.9% (29/35)</p> <p style="text-align: center;">2021</p> <p>Traditional: 67.86% (19/28) Mobility: 77.78% (7/9) Aggregated Total: 70.27% (26/37)</p>	<p>then Hurst Review before NCLEX exam.</p> <p style="text-align: center;">2019</p> <p>ELA's met for Traditional and Mobility students; Continue with current plan.</p> <p style="text-align: center;">2020</p> <p>ELA's met for Traditional and Mobility students; Continue with current plan</p> <p style="text-align: center;">2021</p> <p>ELA's not met for either cohort; Changes will be made to the NUR 221 curriculum to include increased remediation assignments and a trial of PassPoint by Lippincott</p>
	Program Completion	At least 65% of the students admitted will graduate within 150% of the time of the stated program length beginning with the first required nursing course	Annually (Fall)	<p style="text-align: center;">2017</p> <p>Traditional: 43% (26/61) Mobility: 93% (14/15) Aggregated Total: 52.6% (40/76)</p> <p style="text-align: center;">2018</p> <p>Traditional: 68% (41/60) Mobility: 86% (12/14) Aggregated Total: 72% (53/74)</p> <p style="text-align: center;">2019</p> <p>Traditional: 48% (38/79) Mobility: 100% (5/5) Aggregated Total: 51% (43/84)</p>	<p style="text-align: center;">2017</p> <p>ELA outcome not met for Traditional students and aggregated results but trending upward; ELA met for mobility students: Curriculum changed from system based to concept based.</p> <p style="text-align: center;">2018</p> <p>ELA met: Continue to teach concept-based curriculum with blended instruction of lecture and active learning.</p> <p style="text-align: center;">2019</p> <p>ELA outcome not met for Traditional students and Aggregated results; ELA met for Mobility students; Continue to teach concept-based curriculum with inclusion of</p>

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				<p style="text-align: center;">2020</p> <p>Traditional: 40% (30/75) Mobility: 100% (15/15) Aggregated Total: 50% (45/90)</p> <p style="text-align: center;">2021</p> <p>Traditional: 45% (30/66) Mobility: 100% (10/10) Aggregated Total: 53% (40/76)</p>	<p>adaptive quizzing and online resources to improve student success.</p> <p style="text-align: center;">2020</p> <p>ELA outcome not met for Traditional students and Aggregated results; ELA met for Mobility students; Continuing with concept-based curriculum; Will look at implementing an academic success contract with students in their second semester.</p> <p style="text-align: center;">2021</p> <p>ELA outcome not met for Traditional students and Aggregated results; ELA met for Mobility students; COVID impacted students' ability to complete program in 150% of stated program length</p>
	Graduate Surveys	At least 80% of graduates responding to the graduate survey distributed within one year after graduation will indicate satisfaction with the program	Annually (Fall)	<p style="text-align: center;">2017</p> <p>Meets or Exceeds Expectations: 100% Total Rate of Return: 40% (16/40)</p> <p style="text-align: center;">2018</p> <p>Traditional: 15/15 = 100% ROR: 15/40 = 38%</p> <p>Mobility: 6/6 = 100% ROR: 6/13 = 46% TOTAL Meets or Exceeds Expectations: 21/21 = 100%</p> <p>TOTAL ROR: 21/53 = 40%</p> <p style="text-align: center;">2019</p>	<p style="text-align: center;">2017</p> <p>ELA met: Both Satisfaction and Rate of Return trended upward. Continue to remind students to complete Satisfaction Survey after graduation.</p> <p style="text-align: center;">2018</p> <p>ELA met. Continue with plan</p> <p style="text-align: center;">2019</p>

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				<p>Traditional: 17/17 = 100% ROR: 17/38 = 45%</p> <p>Mobility: 2/2 = 100% ROR: 2/5 = 80%</p> <p>TOTAL Meets or Exceeds Expectations: 19/19 = 100%</p> <p>TOTAL Rate of Return: 19/43 = 44%</p> <p style="text-align: center;">2020</p> <p>No results available</p> <p style="text-align: center;">2021</p> <p>Pending</p>	<p>ELA met. Improved total ROR. Continue plan.</p> <p style="text-align: center;">2020</p> <p>Surveys not sent due to campus closure due to COVID</p> <p style="text-align: center;">2021</p> <p>Pending</p>
	Job Placement	At least 90% of the graduates seeking employment will be employed one year after graduation in a position for which the program prepared them for	Annually (Fall)	<p style="text-align: center;">2017</p> <p>Traditional: 100% (26/26) Mobility: 100% (14/14) Aggregated Total: 100% (40/40)</p> <p style="text-align: center;">2018</p> <p>Traditional: 90.6% (36/40) Mobility: 100% (13/13) Aggregated Total: 93% (49/53)</p> <p style="text-align: center;">2019</p> <p>Traditional: 93% (40/43) Mobility: 100% (5/5) Aggregated Total: 94% (45/48)</p> <p style="text-align: center;">2020</p> <p>Traditional: 67% (28/42) Mobility: 100% (10/10) Aggregated Total: 73% (38/52)</p>	<p style="text-align: center;">2017</p> <p>ELA met.</p> <p style="text-align: center;">2018</p> <p>ELA met.</p> <p style="text-align: center;">2019</p> <p>ELA met.</p> <p style="text-align: center;">2020</p> <p>ELA met for Mobility students; not met for Traditional students; Large number of traditional students had to wait to take NCLEX due to COVID</p>

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				2021 Pending	which affected NCLEX pass rate and job placement Pending 2021
	Employer Surveys	At least 80% of the employers responding to the employer survey distributed within one year after the graduation will indicate satisfaction with the program	Annually (Fall)	<p style="text-align: center;">2017</p> Meets or Exceeds Expectations: 100% (17/17) Rate of Return: 43% (17/40) <p style="text-align: center;">2018</p> Traditional: 24/24 = 100% ROR: 24/40 = 60% Mobility: 9/9 = 100% ROR: 9/13 = 69% TOTAL Meets or Exceeds Expectations: 33/33 = 100% TOTAL ROR: 33/53 = 62% <p style="text-align: center;">2019</p> Traditional: 26/26 = 100% ROR: 26/38 = 68% Mobility: 4/4 = 100% ROR: 80% TOTAL Meets or Exceeds Expectations: 30/30 = 100% TOTAL Rate of Return: 30/43 = 70% <p style="text-align: center;">2020</p> 0	<p style="text-align: center;">2017</p> ELA met. Rate of return trended downward. Plan to hand deliver or email Satisfaction Surveys to directly to supervisors of graduates to increase rate of return. <p style="text-align: center;">2018</p> ELA met. Rate of return (ROR) much improved over previous years. Continue to hand deliver or email survey directly to supervisors of graduates. <p style="text-align: center;">2019</p> ELA met. Rate of return (ROR) continues to improve. Continue with plan. <p style="text-align: center;">2020</p> Surveys not sent due to campus closure due to COVID

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				Pending 2021	Pending 2021
<p>6.2 The program demonstrates evidence of graduates’ achievement on the licensure examination. 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. There is ongoing assessment of the extent to which graduates succeed on the licensure examination. There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of graduates’ success on the licensure examination. There is a minimum of the three (3) most recent years of available licensure examination pass rate data, and data are aggregated for the nursing program as a whole as well as disaggregated by program option, location, and date of program completion.</p>					
PLAN				IMPLEMENTATION	
Component	Assessment Method(s)	Expected Level(s) of Achievement	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions for Program Development, Maintenance, or Revision
Use of Aggregated and Trended Data by program option for decision making	NCLEX Pass Rate Alabama Board of Nursing Quarterly Reports	The licensure exam pass rate will be at or above the national mean and will meet the 3 year mean of at least 80% required by the ABON	Annually (Fall)	2017 Traditional: 96% (25/26) Mobility: 100% (14/14) Aggregated Total: 97.6% (39/40)	2017 ELAs met: Continue to use HESI Live Review with upcoming change in curriculum. Encourage students to use adaptive quizzing to prepare for NCLEX.
				2018 Traditional: 78.4% (29/37) (1 Student took NCLEX in January 2019; 2 graduates have not taken NCLEX) Mobility: 85% (11/13) Aggregated Total: 80% (40/50)	2018 ELAs met for Mobility students and Aggregated results; ELA not met for Traditional students: Lecture time will be added to courses instead of all active learning. NUR 221 will be restructured: Elsevier Live Review first of the semester; HESI Exam #1 will be given; Remediation assigned; HESI Exam #2 will be given; Remediation if Student scores <850 then Hurst Review before NCLEX exam.
				2019 Traditional: 91.43% (32/35) Mobility: 75% (5/7) Aggregated Total: 88.10% (37/42)	2019 ELA’s met for Traditional and Mobility students; Continue with current plan.

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				<p style="text-align: center;">2020</p> <p>Traditional: 83.5% (25/30) Mobility: 80% (4/5) Aggregated Total: 82.9% (29/35)</p> <p style="text-align: center;">2021</p> <p>Traditional: 67.86% (19/28) Mobility: 77.78% (7/9) Aggregated Total: 70.27% (26/37)</p>	<p style="text-align: center;">2020</p> <p>ELA's met for Traditional and Mobility students; Continue with current plan</p> <p style="text-align: center;">2021</p> <p>ELA's not met for either cohort; Changes will be made to the NUR 221 curriculum to include increased remediation assignments and a trial of PassPoint by Lippincott</p>
<p>6.3 The program demonstrates evidence of students' achievement in completing the nursing program. The expected level of achievement for program completion is determined by the faculty and reflects student demographics. There is ongoing assessment of the extent to which students complete the nursing program. There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of students' completion of the nursing program. There is a minimum of the three (3) most recent years of annual program completion data, and data are aggregated for the nursing program as a whole as well as disaggregated by program option, location, and date of program completion or entering cohort.</p>					
Component	Assessment Method(s)	Expected Level(s) of Achievement	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions for Program Development, Maintenance, or Revision
	Review of Enrollment Data compared to Graduate Date	<p>At least 65% of the students admitted will graduate within 150% of the time of the stated program length beginning with the first required nursing course</p> <p>At least three (3 years) of data for annual program completion rate will be aggregated and disaggregated</p>	Annually (Fall)	<p style="text-align: center;">2017</p> <p>Traditional: 43% (26/61) Mobility: 93% (14/15) Aggregated Total: 52.6% (40/76)</p> <p style="text-align: center;">2018</p> <p>Traditional: 68% (41/60) Mobility: 86% (12/14) Aggregated Total: 72% (53/74)</p> <p style="text-align: center;">2019</p> <p>Traditional: 48% (38/79) Mobility: 100% (5/5) Aggregated Total: 51% (43/84)</p>	<p style="text-align: center;">2017</p> <p>ELA outcome not met for Traditional students and aggregated results but trending upward; ELA met for mobility students: Curriculum changed from system based to concept based.</p> <p style="text-align: center;">2018</p> <p>ELA met: Continue to teach concept-based curriculum with blended instruction of lecture and active learning.</p> <p style="text-align: center;">2019</p> <p>ELA outcome not met for Traditional students and Aggregated results; ELA met for Mobility students; Continue to teach concept-</p>

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				<p>Three (3) Year Total (2017-2019) Traditional 53% (105/200) Mobility 91% (31/344) Aggregated Total 56% (136/234)</p> <p style="text-align: center;">2020</p> Traditional: 40% (30/75) Mobility: 100% (15/15) Aggregated Total: 50% (45/90) <p>Three (3) Year Total: (2018-2020) Traditional: 51% (109/214) Mobility: 94% (32/34) Aggregated Total: 57% (141/248)</p> <p style="text-align: center;">2021</p> Traditional: 45% (30/66) Mobility: 100% (10/10) Aggregated Total: 55% (40/76) <p>Three (3) Year Total: (2019-2021) Traditional: 49% (98/199) Mobility: 100% (30/30) Aggregated Total: 56% (128/229)</p>	<p>based curriculum with inclusion of adaptive quizzing and online resources to improve student success</p> <p style="text-align: center;">2020</p> ELA outcome not met for Traditional students and Aggregated results; ELA met for Mobility students; Continuing with concept-based curriculum; Will look at implementing an academic success contract with students in their second semester <p style="text-align: center;">2021</p> ELA outcome not met for Traditional students and Aggregated Total; ELA met for Mobility students; Instructors will implement use of HESI remediation between NUR 112 and NUR 113 to improve retention and test scores
<p>6.4 The program demonstrates evidence of graduates' achievement in job placement. The expected level of achievement for job placement is determined by the faculty and reflects program demographics. There is ongoing assessment of the extent to which graduates are employed. There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of graduates being employed. There is a minimum of the three (3) most recent years of available job placement data, and data are aggregated for the nursing program as a whole.</p>					
Component	Assessment Method(s)	Expected Level(s) of Achievement	Data Collection and Assessment Frequency	Results of Data Collection Including actual level(s) of achievement	Analysis and Actions for Program Development, Maintenance, or Revision

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		<p>At least 90% of the graduates seeking employment will be employed one year after graduation in a position for which the program prepared them for</p> <p>A minimum of three (3) most recent years of job placement data is aggregated for the nursing program</p>	<p>Annually (Fall)</p>	<p style="text-align: center;">2017</p> <p>Traditional: 100% (26/26) Mobility: 14/14 (100%) Aggregated Total: 100% (40/40)</p> <p style="text-align: center;">2018</p> <p>Traditional: 90.6% (36/40) Mobility: 100% (13/13) Aggregated Total: 92.5% (49/53)</p> <p style="text-align: center;">2019</p> <p>Traditional: 93% (40/43) Mobility: 100% (5/5) Aggregated Total: 93.8% (45/48)</p> <p style="text-align: center;">Three (3) Year Total (2017-2019)</p> <p>Traditional 93.6% (102/109) Mobility 100% (32/32) Aggregated Totals 95% (134/141)</p> <p style="text-align: center;">2020</p> <p>Traditional: 67% (28/42) Mobility: 100% (10/10) Aggregated Total: 73% (38/52)</p> <p style="text-align: center;">Three (3) Year Total (2018-2020)</p> <p>Traditional: 83% (104/125) Mobility: 100% (28/28) Aggregated Total: 86% (132/153)</p> <p style="text-align: center;">2021</p>	<p style="text-align: right;">2017</p> <p>ELA met.</p> <p style="text-align: right;">2018</p> <p>ELA met.</p> <p style="text-align: right;">2019</p> <p>ELA met.</p> <p style="text-align: right;">2020</p> <p>ELA met for Mobility students; not met for Traditional students; Large number of traditional students had to wait to take NCLEX due to COVID which affected NCLEX pass rate and job placement</p> <p style="text-align: right;">2021</p>
				HESI Exit Scores	
				<p style="text-align: center;">2017</p> <p>HESI Exit Version 1 – Score 850 or higher – 26 750 – 849 – 13 749 or lower – 1</p>	

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HESI Exit Version 2 – Score 850 or higher – 28
750 – 849 – 10
749 or lower – 2

HESI Exit Version 3 – Score 850 or higher – 2
750 – 849 – 0
749 or lower - 1

2018

HESI Exit Version 1 – Score 850 or higher – 16
750 – 849 – 21
749 or lower – 16

HESI Exit Version 2 – Score 850 or higher – 22
750 – 849 – 22
749 or lower – 9

HESI Exit Version 3 – Score 850 or higher – 14
750 – 849 – 7
749 or lower – 3

2019

HESI Exit Version 1 – Score 850 or higher – 18
750 – 849 – 15
749 or lower – 10

HESI Exit Version 2 – Score 850 or higher – 17
750 – 849 – 13
749 or lower – 13

2020

HESI Exit Version 1 – Score 850 or higher – 22
750 – 849 – 20
749 or lower – 13

HESI Exit Version 2 – Score 850 or higher – 18
750 – 849 – 18
749 or lower – 19

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	<p style="text-align: right;">2021</p> <p>HESI Exit Version 1 – Score 850 or higher – 16 750 – 849 – 15 749 or lower – 9</p> <p>HESI Exit Version 2 – Score 850 or higher – 17 750 – 849 – 12 749 or lower – 11</p>
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