

2019 – 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 outcome #1: Advocate for patients and families in ways that promote their self-determination, integrity, and ongoing growth as human beings.	Overall cohort performance on HESI Exit Exam Versions 1 and 2 **LPN students are integrated in with the Traditional students in NUR 211 and NUR 221 – Due to the low number of LPN students, names could be identifiable to the data is not disaggregated**	The NUR 221 students will achieve an ELA of 50% in the category of Human Flourishing	Annually (Spring)	<p style="text-align: center;">2019</p> Version 1 – 30% (13/43 students) Version 2 – 42% (18/43 students) <p style="text-align: center;">2020</p> Version 1 – 51% (28/55 students) Version 2 – 31% (17/55 students) <p style="text-align: center;">2021</p> Version 1 – 48% (19/40 students) Version 2 – 53% (21/40 students)	<p style="text-align: center;">2019</p> ELA not met: Version 2 scores improved; require individual remediation based on HESI score <p style="text-align: center;">2020</p> ELA met for Version 1; ELA not met for Version 2; students tested remotely due to COVID; students who made 850 overall did not attempt to do their best on 2 nd exam; continue individual remediation based on HESI score; encourage students to put forth best effort on each exam <p style="text-align: center;">2021</p> ELA not met for Version 1; ELA met for Version 2; continue with

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

		The NUR 221 students will achieve an ELA of 45% in the category of Human Flourishing (Aggregated Total Between V1 and V2) **updated ELA 0822		<p style="text-align: center;">2022</p> Version 1 – 31% (9/29 students) Version 1 – 35% (10/29 students) Aggregated Total – 33% (9.5/29 students)	<p style="text-align: center;">2022</p> individual remediation based on overall HESI score ELA not met; will be changing to ATI and Lippincott resources; continue to require hand-written remediation
End of program student learning outcome #2: Distinguish the patient or designees the source or control and full partner in providing compassionate and coordinated care base on respect for the patient’s preferences, values, and needs.		The NUR 221 students will achieve an ELA of 50% in the category of Patient-Centered Care		<p style="text-align: center;">2019</p> Version 1 – 35% (15/43 students) Version 2 – 30% (13/43 students) <p style="text-align: center;">2020</p> Version 1 – 42% (23/55 students) Version 2 – 47% (26/55 students) <p style="text-align: center;">2021</p> Version 1 – 53% (21/40 students) Version 2 – 38% (15/40 students)	<p style="text-align: center;">2019</p> ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score <p style="text-align: center;">2020</p> ELA not met for Version 1 or 2 although scores did improve with Version 2; continue with individual remediation based on overall HESI score <p style="text-align: center;">2021</p> ELA met for Version 1; ELA not met for Version 2; students who made 850 overall did not attempt to do their best on 2 nd exam; continue individual remediation based on HESI score; encourage students to put forth best effort on each exam

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

		The NUR 221 students will achieve an ELA of 45% in the category of Patient-Centered Care (Aggregated Total Between V1 and V2) **updated ELA 0822		<p style="text-align: center;">2022</p> Version 1 – 38% (11/29 students) Version 2 – 48% (14/29 students) Aggregated Total – 43% (12.5/29 students)	<p style="text-align: center;">2022</p> ELA not met; will be changing to ATI and Lippincott resources; continue handwritten remediation
End of program student learning outcome #3: Appraise judgements in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and promote the health of patients within a family and community context.		The NUR 221 students will achieve an ELA of 50% in the category of Nursing Judgement		<p style="text-align: center;">2019</p> Version 1 – 44% (19/43 students) Version 2 – 37% (16/43 students) <p style="text-align: center;">2020</p> Version 1 – 44% (25/55 students) Version 2 – 33% (18/55 students) <p style="text-align: center;">2021</p> Version 1 – 43% (17/40 students) Version 2 – 43% (17/40 students) <p style="text-align: center;">2022</p> Version 1 – 35% (10/29 students) Version 2 – 48% (14/29 students) Aggregated Total – 41.4% (12/29 students)	<p style="text-align: center;">2019</p> ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score <p style="text-align: center;">2020</p> ELA not met for Version 1 or 2; students tested remotely due to COVID; continue with individual remediation based on overall HESI score <p style="text-align: center;">2021</p> ELA not met for Version 1 or 2; students individual scores increased although total percentage did not change; continue with individual remediation based on overall HESI score <p style="text-align: center;">2022</p> ELA not met; will be changing to ATI and Lippincott resources; continue handwritten remediation

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

		category of Nursing Judgement (Aggregated Total Between V1 and V2) **updated ELA 0822			
End of program student learning outcome #4: Minimize risk of harm to patients and providers through both system effectiveness and individual performance.		The NUR 221 students will achieve an ELA of 50% in the category of Safety		<p style="text-align: center;">2019</p> Version 1 – 42% (18/43 students) Version 2 – 35% (15/43 students) <p style="text-align: center;">2020</p> Version 1 – 47% (26/55 students) Version 2 – 35% (19/55 students) <p style="text-align: center;">2021</p> Version 1 – 50% (20/40 students) Version 2 – 53% (21/40 students) <p style="text-align: center;">2022</p> Version 1 – 17% (5/29 students) Version 2 – 52% (15/29 students) Aggregated Total – 35% (10/29 students)	<p style="text-align: center;">2019</p> ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score <p style="text-align: center;">2020</p> ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score <p style="text-align: center;">2021</p> ELA met; maintain <p style="text-align: center;">2022</p> ELA not met; will be changing to ATI and Lippincott resources; continue handwritten remediation
End of program student learning outcome #5:		The NUR 221 students will achieve an ELA		<p style="text-align: center;">2019</p> Version 1 – 47% (20/43 students) Version 2 – 56% (24/43 students)	<p style="text-align: center;">2019</p> ELA met; maintain

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

<p>Formulate information and technology to communicate, manage knowledge, mitigate error, and support decision making.</p>		<p>of 50% in the category of Informatics</p> <p>The NUR 221 students will achieve an ELA of 55% in the category of Informatics (Aggregated Total Between V1 and V2) **updated ELA 0822</p>		<p style="text-align: center;">2020</p> <p>Version 1 – 40% (22/55 students) Version 2 – 53% (29/55 students)</p> <p style="text-align: center;">2021</p> <p>Version 1 – 53% (21/40 students) Version 2 – 48% (19/40 students)</p> <p style="text-align: center;">2022</p> <p>Version 1 – 41% (12/29 students) Version 2 – 55% (16/29 students) Aggregated Total – 48% (14/29 students)</p>	<p style="text-align: center;">2020</p> <p>ELA met for Version 2; continue individual remediation based on overall HESI score</p> <p style="text-align: center;">2021</p> <p>ELA met for Version 1 and very close for Version 2; maintain</p> <p style="text-align: center;">2022</p> <p>ELA not met; will be changing to ATI and Lippincott resources; continue handwritten remediation</p>
<p>End of program student learning outcome #6: Value one's role as a nurse in ways that reflect integrity, responsibility, ethical practices, and an evolving identity as a nurse committed to evidence-based practice, caring, advocacy,</p>		<p>The NUR 221 students will achieve an ELA of 50% in the category of Professional Identity</p>		<p style="text-align: center;">2019</p> <p>Version 1 – 49% (21/43 students) Version 2 – 33% (14/43 students)</p> <p style="text-align: center;">2020</p> <p>Version 1 – 40% (22/55 students) Version 2 – 29% (16/55 students)</p> <p style="text-align: center;">2021</p> <p>Version 1 – 38% (15/40 students) Version 2 – 80% (32/40 students)</p>	<p style="text-align: center;">2019</p> <p>ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score</p> <p style="text-align: center;">2020</p> <p>ELA not met for Version 1 or 2; students tested remotely due to COVID; continue with individual remediation based on overall HESI score</p> <p style="text-align: center;">2021</p> <p>ELA not met for Version 1; ELA met for Version 2; maintain</p>

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

<p>and safe, quality care for diverse patients within a family and community context.</p>		<p>The NUR 221 students will achieve an ELA of 45% in the category of Professional Identity (Aggregated Total Between V1 and V2) **updated ELA 0822</p>		<p style="text-align: center;">2022</p> <p>Version 1 – 28% (8/29 students) Version 2 – 31% (9/29 students) Aggregated Total – 30% (8.5/29 students)</p>	<p style="text-align: center;">2022</p> <p>ELA not met; will be changing to ATI and Lippincott resources; continue handwritten remediation</p>
<p>End of program student learning outcome #7 Function effectively within nursing and interprofessional teams, foster an open communication, mutual respect, and shared decision making to achieve quality patient care.</p>		<p>The NUR 221 students will achieve an ELA of 50% in the category of Teamwork and Collaboration</p> <p>The NUR 221 students will achieve an ELA of 45% in the category of Teamwork and</p>		<p style="text-align: center;">2019</p> <p>Version 1 – 44% (19/43 students) Version 2 – 35% (15/43 students)</p> <p style="text-align: center;">2020</p> <p>Version 1 – 40% (22/55 students) Version 2 – 47% (26/55 students)</p> <p style="text-align: center;">2021</p> <p>Version 1 – 48% (19/40 students) Version 2 – 43% (17/40 students)</p> <p style="text-align: center;">2022</p> <p>Version 1 – 35% (10/29 students) Version 2 – 52% (15/29 students) Aggregated Total – 43% (12.5/29 students)</p>	<p style="text-align: center;">2019</p> <p>ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score</p> <p style="text-align: center;">2020</p> <p>ELA not met for Version 1 or 2 although scores did increase with Version 2; students tested remotely due to COVID; continue with HESI remediation</p> <p style="text-align: center;">2021</p> <p>ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score; will add PassPoint in 2022</p> <p style="text-align: center;">2022</p> <p>ELA not met; will be changing to ATI and Lippincott resources; continue handwritten remediation</p>

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

		Collaboration (Aggregated Total Between V1 and V2) **updated ELA 0822			
End of program student learning outcome #8: Justify the evidence that underlies clinical nursing practice to challenge the status quo, question underlying assumptions, and offer new insights to improve the quality of care for patients, families, and communities.		The NUR 221 students will achieve an ELA of 50% in the category of Spirit of Inquiry The NUR 221 students will achieve an ELA of 45% in the category of Spirit of Inquiry (Aggregated Total Between V1 and V2) **updated ELA 0822		<p style="text-align: center;">2019 Version 1 – 40% (17/43 students) Version 2 – 35% (15/43 students)</p> <p style="text-align: center;">2020 Version 1 – 55% (30/55 students) Version 2 – 33% (18/55 students)</p> <p style="text-align: center;">2021 Version 1 – 40% (16/40 students) Version 2 – 50% (20/40 students)</p> <p style="text-align: center;">2022 Version 1 – 17% (5/29 students) Version 2 – 52% (15/29 students) Aggregated Total – 35% (10/29 students)</p>	<p style="text-align: center;">2019 ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score</p> <p style="text-align: center;">2020 ELA met for Version 1, not Version 2; students tested remotely due to COVID; continue with individual remediation</p> <p style="text-align: center;">2021 ELA not met; continue with HESI remediation; will add PassPoint in 2022</p> <p style="text-align: center;">2022 ELA not met; will be changing to ATI and Lippincott resources; continue handwritten remediation</p>

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

<p>End of program student learning outcome #9: Assimilate data to monitor the outcomes of care processes and methods to design and validate changes for improvement in the quality and safety of health care systems.</p>		<p>The NUR 221 students will achieve an ELA of 50% in the category of Quality Improvement</p> <p>The NUR 221 students will achieve an ELA of 45% in the category of Quality Improvement (Aggregated Total Between V1 and V2) **updated ELA 0822</p>		<p style="text-align: center;">2019</p> <p>Version 1 – 35% (15/43 students) Version 2 – 40% (17/43 students)</p> <p style="text-align: center;">2020</p> <p>Version 1 – 38% (21/55 students) Version 2 – 27% (15/55 students)</p> <p style="text-align: center;">2021</p> <p>Version 1 – 45% (18/40 students) Version 2 – 48% (19/40 students)</p> <p style="text-align: center;">2022</p> <p>Version 1 – 38% (11/29 students) Version 2 – 52% (15/29 students) Aggregated Total – 45% (13/29 students)</p>	<p style="text-align: center;">2019</p> <p>ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score</p> <p style="text-align: center;">2020</p> <p>ELA not met for Version 1 or 2; students tested remotely due to COVID; continue with HESI remediation</p> <p style="text-align: center;">2021</p> <p>ELA not met; continue with HESI remediation; will add PassPoint in 2022</p> <p style="text-align: center;">2022</p> <p>ELA met; will add PassPoint in 2022 and consider updating ELA</p>
<p>End of program student learning outcome #10: Integrate evidence-based practice with clinical expertise,</p>		<p>The NUR 221 students will achieve an ELA of 50% in the category of Evidence-based Practice</p>		<p style="text-align: center;">2019</p> <p>Version 1 – 35% (15/43 students) Version 2 – 40% (17/43 students)</p> <p style="text-align: center;">2020</p>	<p style="text-align: center;">2019</p> <p>ELA not met for Version 1 or 2; continue with individual remediation based on overall HESI score</p> <p style="text-align: center;">2020</p>

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

patient/family preferences, and values for delivery of optimal health care.				<p>Version 1 – 38% (21/55 students) Version 2 – 27% (15/55 students)</p> <p style="text-align: center;">2021</p> <p>Version 1 – 45% (18/40 students) Version 2 – 48% (19/40 students)</p> <p style="text-align: center;">2022</p> <p>Version 1 – 41% (12/29 students) Version 2 – 52% (15/29 students) Aggregated Total – 47% (13.5/29 students)</p>	<p>ELA not met for Version 1 or 2; students tested remotely due to COVID; continue with HESI remediation</p> <p style="text-align: center;">2021</p> <p>ELA not met; continue with HESI remediation; will add PassPoint in 2022</p> <p style="text-align: center;">2022</p> <p>ELA met; will add PassPoint in 2022 and consider updating ELA</p>
<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	NCLEX Pass Rate	The most recent annual pass rate will be at least	Annually (Fall)	<p style="text-align: center;">2019</p> <p>Traditional: 91.43% (32/35) Mobility: 75% (5/7)</p>	<p style="text-align: center;">2019</p> <p>ELA’s met for Traditional; ELA not met for Mobility students; ELA met</p>

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

program option for decision making	Alabama Board of Nursing Quarterly Reports	80% for all first-time test-takers during January 1 to December 31		Aggregated Total: 88.10% (37/42) 2020 Traditional: 83.5% (25/30) Mobility: 80% (4/5) Aggregated Total: 82.9% (29/35) 2021 Traditional: 67.86% (19/28) Mobility: 77.78% (7/9) Aggregated Total: 70.27% (26/37)	with Aggregated Total; Continue with current plan. 2020 ELA's met for Traditional and Mobility students; Continue with current plan 2021 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>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
Completion of the nursing program determined by the nursing faculty and reflecting student demographics	Review of Enrollment Data compared to Graduate Date	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 At least three (3 years) of data for	Annually (Fall)	2019 Traditional: 48% (38/79) Mobility: 100% (5/5) Aggregated Total: 51% (43/84) Three (3) Year Total (2017-2019) Traditional 53% (105/200) Mobility 91% (31/344) Aggregated Total 56% (136/234) 2020 Traditional: 40% (30/75) Mobility: 100% (15/15)	2019 ELA outcome not met for Traditional students and Aggregated results; ELA met for Mobility students; Continue to teach concept-based curriculum with inclusion of adaptive quizzing and online resources to improve student success 2020 ELA outcome not met for Traditional students and Aggregated

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

		<p>annual program completion rate will be aggregated and disaggregated</p>		<p>Aggregated Total: 50% (45/90)</p> <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> <p>Traditional: 45% (30/66) Mobility: 100% (10/10) Aggregated Total: 55% (40/76)</p> <p>Three (3) Year Total: (2019-2021) Traditional: 49% (98/199) Mobility: 100% (30/30) Aggregated Total: 56% (128/229)</p> <p style="text-align: center;">2022</p> <p>Traditional: 45% (30/66) Mobility: 100% (10/10) Aggregated Total: 57% (43/76)</p> <p>Three (3) Year Total: (2020-2022) Traditional: 44% (90/207) Mobility: 100% (35/35) Aggregated Total: 52% (125/242)</p>	<p>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 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> <p style="text-align: center;">2022</p> <p>ELA outcome not met for Traditional students and Aggregated Total; ELA met for Mobility students; Handwritten HESI remediation notebooks will be required in each course</p>
<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>					

2019 – 2021
Systematic Evaluation Plan Standard 6
Snead State Community College
Nursing Programs

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
Ongoing assessment of graduates' job placement is determined by faculty and reflects program demographics	Faculty contact Social media	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 A minimum of three (3) most recent years of job placement data is aggregated for the nursing program	Annually (Fall)	<p style="text-align: center;">2018</p> Traditional: 90.6% (36/40) Mobility: 100% (13/13) Aggregated Total: 92.5% (49/53) <p style="text-align: center;">2019</p> Traditional: 93% (40/43) Mobility: 100% (5/5) Aggregated Total: 93.8% (45/48) <p style="text-align: center;">2020</p> Traditional: 67% (28/42) Mobility: 100% (10/10) Aggregated Total: 73% (38/52) <p style="text-align: center;">Three (3) Year Total (2018-2020)</p> Traditional: 83% (104/125) Mobility: 100% (28/28) Aggregated Total: 86% (132/153) <p style="text-align: center;">2021</p> Traditional: 70% (21/30) Mobility: 70% (7/10) Aggregated Total: 70% (28/40) <p style="text-align: center;">Three (3) Year Total (2019-2021)</p> Traditional: 77% (89/115) Mobility: 88% (22/25) Aggregated Total: 83% (111/140)	<p style="text-align: center;">2018</p> ELA met. <p style="text-align: center;">2019</p> ELA met. <p style="text-align: center;">2020</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 style="text-align: center;">2021</p> ELA not met for Traditional or Mobility students; Large number of students not working due to continued issues with COVID.