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Associate Degree 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 ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet the benchmark of 65% or better on the Human Flourishing subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 90% (9/10) 0524CM -- 71.4%(10/14) 0824 -- 71.4% (5/7) 0824CM -- 76.9% (10/13) 0523 -- 75% (24/32) Data were not disaggregated due to the small size of the cohort 0823 -- 72.9% (18/25) Data were not disaggregated due to the small size of the cohort 0522 -- 67% (23/35) Data were not disaggregated due to the size of the cohort 0822 -- 63.6% (7/11) 0822CM -- 55.5% (10/18)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Human Flourishing	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)
Clinical Evaluation Tool	95% of the students will achieve Satisfactory in the area of Human Flourishing	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)
HESI Comprehensive Predictor Exam	65% of NUR 221 Cohort will achieve 850 or better on the subcategory Human Flourishing.	Data Collection: May and August Data Analysis: Annually in August	0824 -- 80% (17/21) 0524 -- 100% (8/8) 0823 -- 28% (7/25)

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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 ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Patient-Centered care subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 80% (8/10) 0524CM -- 71.4% (10/14) 0824 -- 80.35% (5/7) 0824CM -- 80.5% (6/13) 0523 -- 74.7% (23/32) Data were not disaggregated due to the small size of the cohorts 0823CM -- 75.4% (18/25) Data were not disaggregated due to the small size of the cohorts 0522 -- 57.1% (20/35) Data were not disaggregated due to the small size of the cohorts 0822 -- 61.1% (11/18) 0822CM -- 63.7% (7/11)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Patient-Centered Care	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25//25)
ATI Capstone B	75% of the NUR 221 cohort will meet the benchmark of 65% or greater on the Patient-Centered Care subcategory.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 86.9% (8/10) 0524CM -- 64.2% (9/14) 0824 -- 57.1% (4/7) 0824CM -- 61.5% (8/13) 0523 -- 78.6% (25/32) Data were not disaggregated due to the size of the cohorts (traditional/career mobility) 0823CM -- 72% (18/25) Data were not disaggregated due to the small size of the cohorts 0522 -- 71.4% (25/35) Data were not disaggregated due to the small size of the cohorts 0822 -- 63.6% (7/11) 0822CM -- 77.8% (14/18)

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NURSING JUDGMENT			
Make judgements in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and that promote the health of patient within the family and community (NLN, 2010).			
Assessment Method(s)	**Expected Levels of Achievement**	**Data Collection & Analysis Frequency**	**Results of Data Collection**
ATI ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Nursing Judgment subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 80% (8/10) 0524 CM Track 1 -- 71.4% (10/14) 0824 -- 71.4% (5/7) 0824CM -- 69.2% (9/13) 0523 -- 75% (24/32) Data were not disaggregated due to the small size of the cohort 0823 CM Track 1 -- 68% (17/25) Data were not disaggregated due to the small size of the cohort 0522 -- 62.9% (22/35) Data were not disaggregated due to the small size of the cohort 0822 -- 55.5% (10/18) 0822CM -- 63.6% (7/11)
HESI Comprehensive Predictor Exam	65% of the NUR 221 cohort will achieve 850 or better on the subcategory Nursing Judgment.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 50% (4/8) 0824 -- 52.3% (11/21) 0523 -- 28% (7/25)
Dosage Calculation Exam	75% of the nursing students will score 80 or better on the first attempt of the Dosage Calculation exam in NUR 221.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 66.6% (22/30) Students were successful on first attempt 0824 -- 92.6% (25/27) Students were successful on first attempt 0823 -- 72% (18/25) Students were successful on first attempt 0522 -- 100% (22/22) Student were successful on first attempt 0822 -- 80.6% (29/36) Students were successful on first attempt (Data were not disaggregated for this assessment.)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Nursing	Data Collection: May and August	0524 -- 100% (10/10) 0824 -- 100% (7/7)

	Judgement	Data Analysis: Annually in August	0523 -- 100% (32/32) 0823 -- 100% (25/25)
Clinical Evaluation Tool	95% of the students will achieve Satisfactory in the area of Nursing Judgement	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

INFORMATICS			
Use information and technology to communicate, manage knowledge, mitigate error and support decision making (QSEN, 2012).			
Assessment Method(s)	**Expected Levels of Achievement**	**Data Collection & Analysis Frequency**	**Results of Data Collection**
ATI ADN Comprehensive Predictor Exam	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Informatics subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 90% (9/10) 0524CM -- 100% (14/14) 0824 -- 71.4% (5/7) 0824CM -- 100% (13/13) 0523 -- 75% (24/32) Data were not disaggregated due to the small size of the cohort 0823 CM -- 32% (8/25) Data were not disaggregated due to the small size of the cohort 0522 -- 57.1% (20/35) Data were not disaggregated due to the small size of the cohort 0822 -- 45.4% (5/11) 0822CM -- 50% (9/18)
ATI Capstone B	75% of the NUR 221 cohort will meet the benchmark of 65% or greater on the Informatics subcategory.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 95% (9/10) 0524 CM -- 54.8% (7/14) 0824 -- 76.2% (5/7) 0824 CM -- 100% (10/10) 0523 -- 87.5% (30/32) Data were not disaggregated due to the small size of the cohort 0823 -- 84% (21/25) Data were not disaggregated due to the small size of the cohort 0522 -- 71.4% (24/35) Data were not disaggregated due to the small size of the cohort

			0822 -- 84% (9/11) 0822CM -- 66.7% (12/18)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Informatics	Data Collection: May and August Data Analysis: Annually in August	0524 --100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)
Clinical Evaluation Tool	95% of the students will achieve Satisfactory in the area of Informatics	Data Collection: May and August Data Analysis: Annually in August	0524 --100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

SAFETY			
Minimize risk of harm to patients and providers through both system effectiveness and individual performance (QSEN, 2012).			
Assessment Method(s)	**Expected Levels of Achievement**	**Data Collection & Analysis Frequency**	**Results of Data Collection**
ATI ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Safety subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 80% (8/10) 0524 CM -- 78.6% (11/14) 0824 -- 71% (5.7) 0824CM -- 76.9% (10/13) Data were not disaggregated due to the small size of the cohort 0523 -- 71.8% (23/32) 0823 -- 40% (10/25) 0522 -- 65.7% (23/35) Data were not disaggregated due to the small size of the cohort 0822 -- 63.6% (7/11) 0822 CM -- 66.7% (12/18)

ATI Capstone B	75% of the NUR 221 cohort will meet the benchmark of 65% or greater on the Safety subcategory.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 70% (7/10) 0524CM -- 71.4% (10/14) 0824 -- 71.7% (5/7) 0824CM -- 69.2% (9/13) Data were not disaggregated due to the small size of the cohort 0523 -- 75% (24/32) 0823 -- 68% (17/25) 0522 -- 65% (23/35) Data were not disaggregated due to the small size of the cohort 0822 -- 63.6% (7/11) 0822CM -- 66.6% (12/18)
Clinical Evaluation Tools	95% of the students will achieve Satisfactory in the area of Safety	Data Collection: May and August Data Analysis: Annually in August	0524 --100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25//25)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Safety	Data Collection: May and August Data Analysis: Annually in August	0524 -100% (10/10) 0824 100% (7/7) 0523 – 100% (32/32) 0823 – 100% (25//25)
Dosage Calculation Exam	75% of the nursing students will score 80 or better on the first attempt of the Dosage Calculation exam in NUR 221.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 73.3% (22/30) Students were successful on first attempt 0824 -- 92.5% (25/27) Students were successful on first attempt 0823 -- 72% (18/25) Students were successful on first attempt 0522 -- 75% (22/29) Students were successful on first attempt 0822 -- (29/36) Students were successful on first attempt

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PROFESSIONAL IDENTITY			
Implement 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 and safe quality care for diverse patients within a family and community context (NLN, 2010).			
Assessment Method(s)	**Expected Levels of Achievement**	**Data Collection & Analysis Frequency**	**Results of Data Collection**
ATI ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Professional Identity subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 90% (9/10) 0524 CM -- 78% (11/14) 0824 -- 85.7% (6/7) 0824CM -- 84.6% (11/13) Data were not disaggregated due to the small size of the cohort 0523 -- 65.6% (21/32) 0823 -- 72% (18/25) Data were not disaggregated due to the small size of the cohort 0522 -- 62.8% (22/35) 0822 -- 63.6% (7/11) 0822 CM -- 61.1% (11/18)
HESI Exam	65% of the cohort will achieve 850 or better on the subcategory of Professional Identity	Data Collection: May and August Data Analysis: Annually in August	0824 -- 42.8% (9/21) 0524 -- 12.5% (1/8) 0823 -- 32% (8/25)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Professional Identity	Data Collection: May and August Data Analysis: Annually in August	0524 --100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)
Clinical Evaluation Tool	95% of the students will achieve Satisfactory in the area of Professional Identity	Data Collection: May and August Data Analysis: Annually in August	0524 --100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

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TEAMWORK AND COLLABORATION			
Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect and shared decision-making to achieve quality patient care 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 ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Teamwork and Collaboration subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 90% (9/10) 0524CM -- 85.7% (12/14) 0824 -- 71.4% (5/7) 0824CM -- 76.9% (10/13) Data were not disaggregated due to the small size of the cohort 0523 -- 75% (24/32) 0823 -- 80% (20/25) 0522 -- 77.1% (27/35) Data were not disaggregated due to the small size of the cohort 0822 -- 72.7% (8/11) 0822CM -- 66.6% (12/18)
ATI Capstone B	75% of the NUR 221 cohort will meet the benchmark of 65% or greater on the Teamwork and Collaboration subcategory.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 84.4% 0524CM -- 84.1% 0824 -- 85.7% (6/7) 0824CM -- 84.6% (11/13) Data were not disaggregated due to the size of the cohort 0523 -- 65.6% (21/32) 0823 -- 72% (18/25) Data were not disaggregated due to the small size of the cohort 0522 -- 65.7% (23/35) 0822 -- 63.6% (7/11) 0822 CM -- 50% (9/18)
Preceptor Feedback Survey Tool	95% of the students will achieve a Satisfactory in the area of Teamwork and Collaboration	Data Collection: End of the Spring and Summer semester	0524 --100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

Clinical Evaluation Tool	95% of the students will achieve a Satisfactory in the area of Teamwork and Collaboration	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

SPIRIT OF INQUIRY			
Examine the evidence that underlies clinical nursing practice to challenge the status quo, question underlying assumptions and offer new insight to improve the quality of care for patients, families and communities (NLN, 2012).			
Assessment Method(s)	**Expected Levels of Achievement**	**Data Collection & Analysis Frequency**	**Results of Data Collection**
ATI ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Spirit of Inquiry subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 70% (7/10) 0524CM -- 64.3% (9/14) 0824 -- 85.7% (6/7) 08CM -- 69.2% (9/13) 0523 -- 56.3% (18/32) 0823CM -- 72% (18/25) 0522 -- 54.2% (19/35) 0822 -- 63.6% (7/11) 0822CM -- 66.7% (12/18)
HESI Exam	75% of the NUR 221 cohort will achieve 850 or better on the subcategory Spirit of Inquiry.	Data Collection: May and August Data Analysis: Annually in August	0824 -- 14% (3/21) 0524 -- 25% (2/8) 0823 -- 32% (8/25)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Spirit of Inquiry.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

Clinical Evaluation Tool	95% of the students will achieve Satisfactory in the area of Spirit of Inquiry.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

QUALITY IMPROVEMENT			
Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care system (QSEN, 2021).			
Assessment Method(s)	**Expected Levels of Achievement**	**Data Collection & Analysis Frequency**	**Results of Data Collection**
ATI ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Quality Improvement subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 90% (9/10) 0824 -- 100% (7/7) 0824CM -- 69.2% (9/13) Data were not disaggregated due to the small size of the cohort 0523 -- 68.8% (22/32) 0823 -- 76% (19/25) 0522 -- 71.4% (25/35) 0822 -- 77.8% (7/9) 0822CM -- 44.4% (8/18)
ATI Capstone B	75% of the NUR 221 cohort will meet the benchmark of 65% or greater on the Quality Improvement subcategory.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 70% (7/10) 0524CM -- 42.9% (6/14) 0824 -- 71.4% (5/7) 0824CM -- 69.2% (9/13) 0523 -- 53.1% (17/32) 0823CM -- 48% (12/25) 0522 -- 60% (21/35) 0822 -- 45.4% (5/11) 0822CM -- 77.8% (7/9)

Clinical Evaluation Tool	95% of the students will achieve Satisfactory in the area of Quality Improvement	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Quality Improvement	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

EVIDENCE-BASED PRACTICE			
Integrate best evidence-based practice with clinical expertise, patient/family preferences and values for delivery of optimal health care (QSEN, 2012).			
Assessment Method(s)	**Expected Levels of Achievement**	**Data Collection & Analysis Frequency**	**Results of Data Collection**
ATI ADN Comprehensive Predictor	75% of the NUR 221 cohort will meet benchmark of 65% or better on the Evidence-Based Practice subscale.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 70% (7/10) 0524CM -- 64.2% (9/14) 0824 -- 57.1% (4/7) 0824CM -- 69.2% (9/13) Data were not disaggregated due to the small size of the cohorts 0523 -- 62.5% (20/32) 0823CM -- 68% (17/25) 0522 -- 54.3% (19/35) 0822 -- 42.3% (11/26) 0822CM -- 61.1% (11/18)

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ATI Capstone B	75% of the NUR 221 cohort will meet the benchmark of 65% or greater on the Evidence-Based Practice subcategory.	Data Collection: May and August Data Analysis: Annually in August	0524 -- 70% (7/10) 0524CM -- 64.3% (9/14) 0824 -- 71.4% (5/7) 0824CM -- 69.2% (9/13) Data were not disaggregated due to the small size of the cohort 0523 -- 62.5% (20/32) 0823CM -- 64% (16/25) Goal not met 0522 -- 53.6% (15/28) 0822 -- 56% (14/25) 0822CM -- 55.5% (5/9)
Clinical Evaluation Tool	95% of the students will achieve Satisfactory in the area of Evidence-Based Practice	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)
Preceptor Feedback Survey Tool	95% of the students will achieve Satisfactory in the area of Evidence-Based Practice	Data Collection: May and August Data Analysis: Annually in August	0524 -- 100% (10/10) 0824 -- 100% (7/7) 0523 -- 100% (32/32) 0823 -- 100% (25/25)

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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) Review program cohort spreadsheets maintained by the Health Sciences Retention Coach	Data Collection: May and August Data Analysis: Annually in August	
Program Option	**Standard Program Length**	**Expected Levels of Achievement**
Traditional ADN Program	Five (5) Semesters	25% or greater completion rate
Career Mobility Nursing Program	Three (3) Semesters	55% or greater completion rate

Traditional ADN Program Completion Rates	
ELA: 25% of all students enrolled in the Traditional ADN program option who start the first nursing course will complete the program within 5 academic semesters (on-time) with an associate degree.	
Year	Disaggregated Completion Rates
2023	Data not yet available
2022	20.5% (15/73)
2021	26.5% (26/98)
2020	32.9% (23/70)

Career Mobility Program Completion Rates	
ELA: 55% of all students enrolled in the Career Mobility program option who start the first ADN nursing course will complete the program within 3 academic semesters (on-time) with an associate degree.	
Year	Disaggregated Completion Rates
2023	63.4% (33/52)
2022	78.9% (15/19)
2021	58.8% (10/17)
2020	79.2% (19/24)

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

NCLEX-RN Licensure Examination Pass Rates	
ELA: The pass rate for all First-Time Test Takers will be 80% or greater for the NCLEX-RN Examination.	
Year	Aggregated ADN Completion Rates
2024	89.13% (41/46)
2023	96.22% (51/53)
2022	58.49% (31/53)
2021	58.82% (40/68)

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

Job Placement Rates		
ELA: 85% of ADN graduates will secure employment as a RN, the role for which they were prepared, within 6 months of graduation.		
Year	Aggregated ADN Job Placement Rates	Response Rate
2024	93.4% (15/16)	29.1% (16/55)
2023	88.9% (16/18)	31.6% (18/57)
2022	100% (16/16)	25% (16/64)

Results expressed as percentage of students and/or graduates responding.