**Continuous Improvement Plan**

**Date:** 1/26/2024 **Name of Program/Unit:**

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**Table 1: CIP Outcomes, Measures & Targets Table (focus on at least one for the next two years)**

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| **A. Expected Outcome(s)**  Results expected in this unit  (e.g. Authorization requests will be completed more quickly; Increase client satisfaction with our services) | **B. Measure(s)**  Instrument(s)/process(es) used to measure results  (e.g. survey results, exam questions, etc.)  Include Course Information and Semester in which assessment will occur | **C. Target(s)**  Level of success expected  (e.g. 80% approval rating, 10 day faster request turn-around time, etc.) |
| Students in the ADN nursing program will demonstrate improved proficiency in pediatric nursing content. | Assessment Technology Institute (ATI) Capstone A Semester 4 RNSG 2539 | The cohort aggregate score of students in level 4 will be 70% or greater on the comprehensive exit exam in the pediatrics category. |
| Students in the ADN nursing program will have improved perceptions of their ability to provide interdisciplinary collaboration and teamwork. | Survey Monkey pre- and post-survey  RNSG 1538 and RNSG 2539 | The cohort survey results in the strongly agree category will improve by 10% on all questions on the post-intervention survey on interdisciplinary collaboration and teamwork. |
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**Description of Fields in the Following CIP Tables:**

**A. Outcome(s)** -Results expected in this program (e.g. Students will learn how to compare/contrast conflict and structural functional theories; increase student retention in Nursing Program).

**B. Measure(s)** -Instrument(s)/process(es) used to measure results

(e.g. results of surveys, test item questions 6 & 7 from final exam, end of term retention rates, etc.)

**C. Target(s)** -Degree of success expected (e.g. 80% approval rating, 25 graduates per year, increase retention by 2% etc.).

**D. Action Plan** -Based on analysis, identify actions to be taken to accomplish outcome. What will you do?

**E. Results Summary** - Summarize the information and data collected in year 1.

**F. Findings** - Explain how the information and data has impacted the expected outcome and program success.

**G. Implementation of Findings** – Describe how you have used or will use your findings and analysis of the data to make improvements.

**Table 2. CIP Outcomes 1 & 2 (FOCUS ON AT LEAST 1)**

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| 1. **Outcome #1**   Students in the ADN nursing program will demonstrate improved proficiency in pediatric nursing content. | |
| 1. **Measure (Outcome #1)**   Assessment Technology Institute (ATI) Capstone A  Semester 4 RNSG 2539 | 1. **Target (Outcome #1)**   The cohort aggregate score of students in level 4 will be **70%** or greater on the comprehensive exit exam in the pediatrics category. |
| 1. **Action Plan (Outcome #1)**  * Administered the pediatrics ATI assessment with rationale and answers. * Students took two practice assessments to prepare for the proctored exam. * Added newborn assessment as a skill checkoff * Added the clinical judgment model to pediatric clinical paperwork to facilitate deeper thinking of pediatric patients. * Developed learning activities for typical child development and developmental delay | |
| 1. **Results Summary (Outcome #1)**  * The overall group score on the ATI Capstone predictor for pediatrics was 66% before interventions. The overall group score on the ATI pediatrics after the interventions was 74.7%. | |
| 1. **Findings (Outcome #1)**  * While the interventions improved student application of pediatric nursing content, we do believe reviewing the curriculum for pediatric content across the curriculum is needed. Increased emphasis threaded throughout the curriculum would benefit students. | |
| 1. **Implementation of Findings**  * The curriculum and testing committee is reviewing pediatrics across the curriculum and reviewing current textbook options. We will continue to monitor pediatric content across the curriculum. | |

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| 1. **Outcome #2**   Students in the ADN nursing program will have improved perceptions of their ability to provide interdisciplinary collaboration and teamwork. | |
| 1. **Measure (Outcome #2)**  * A survey will be sent at the end of the third semester and again at the end of the fourth semester to gauge student perception of proficiency in teamwork and collaboration content   Semester 3 -RNSG 1538 /Semester 4 RNSG 2539 | 1. **Target (Outcome #2)**   Survey results in the strongly agree category will improve by 10% on all questions of the post-intervention survey on teamwork and collaboration. |
| 1. **Action Plan (Outcome #2)**  * Utilized guest speakers in lecture courses (Respiratory therapy, sonography, paramedics, and dental hygiene) to develop activities where their discipline worked with nursing to provide better patient outcomes. | |
| 1. **Results Summary (Outcome #2)**  * The percentage of students who strongly agreed on each question improved by at least 10% in all categories after interventions. | |
| 1. **Findings (Outcome #1)**  |  |  |  | | --- | --- | --- | |  | Pre-Intervention | Post-Intervention | | Q1 | 46.15% | 69.57% | | Q2 | 61.45% | 73.91% | | Q3 | 30.77% | 69.57% | | Q4 | 50% | 73.91% | | Q5 | 41.67% | 60.87% | | Q6 | 23.08% | 65.22% | | |
| 1. **Implementation of Findings**  * Results of the survey will be shared with community partners to provide increased confidence in student abilities to perform as a member of the team and to collaborate with other members of the team. | |

**Program Assessment Data Report**

**Program:\_\_\_\_\_Nursing - AAS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Terms Data Collected: Fall 2021-Fall 2022**

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| Program-Level Learning Outcome- (From Assessment Plan) | Assessment Measure(s) and Where Implemented in Curriculum – (From Assessment Plan) | Targets- Level of Success Expected-(From Assessment Plan) | Assessment Results – (Provide Data in a form related to targeted levels of success to left. Indicate if Targeted level of success was met, partially met, or not met.) |
| 1. The student will demonstrate the knowledge to serve as a member of the profession. | 1. Exit exam Measurement of Student Performance - Professional Identity 2. Graduate survey - Calculated % equals all respondents who agree or strongly agree over total surveys returned | 1. The cohort aggregate score of students in Level 4 will be 850 (HESI) or 70%(ATI) or greater on the comprehensive exit exam on the Professional Identity subcategory. 2. 80 % of new graduates who respond to the survey will indicate that they agree or strongly agree they are confident in their ability to perform the basic essential competencies of a new graduate. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 78.53% (55) | |  | 2-step Fall | 77.23% (16) | |  | Aggregate Fall | 77.46% (71) | | 2022 | Trad Spring | 75.6% (61) | |  | 2-step Spring | 78.6% (12) | |  | Aggregate Spring | 76.1% (73) | |  | VN-RN Summer | 71.9% (37) | |  | Trad Fall | 74.57% (50) | |  | 2-step fall | 66.96% (16) | |  | Aggregate Fall | 73.6% (66) |   **Partially met.** All cohorts met the standard except for the fall Texas 2-step cohort. We also ran data on the cohort after this, which had good results. We believe this is just an outlier, but we will continue to monitor this group.   |  |  | | --- | --- | | 2021 | 94.62% (47/50) | | 2022 | 91.35% (53/58) |   **Met.** |
| 1. The students will demonstrate the ability to serve as a member of the profession. | Professional Paper RNSG 2138 | 80% of the students in the RNSG 2138 course will achieve a score of 5 or greater on criterion 5 in the Professional Reflection Paper. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 76% (44/55) | |  | 2-step Fall | 75% (12/16) | |  | Aggregate Fall | 76% (56/71) | | 2022 | Trad Spring | 97% (59/61) | |  | 2-step Spring | 92% (11/12) | |  | Aggregate Spring | 96% (70/73) | |  | Trad Fall | 92% (46/50) | |  | 2-step fall | 87.5% (14/16) | |  | VN-RN bridge | 94.8% (37/39) | |  | Aggregate Fall | 90.9% (60/66) |   Partially Met. The fall 2021 cohort performed below the standard. In reviewing, we felt like the students needed more education in how to appropriately reflect. We added reflection to our instruction and gave them materials and guidelines. In 2022, the numbers improved vastly after this intervention. |
| 1. The students will demonstrate the knowledge to serve as a provider of patient-centered care. | Comprehensive Exit Exam Measurement of Student Performance: RN Patient-Centered Care  Comprehensive  Exit Exam Measurement of Student Performance – RN Nursing Process  Comprehensive Exit Exam Measurement of Student Performance -RN Physiological Adaptation | The cohort aggregate score of students in Level 4 will be 850(HESI) or 70%(ATI) or greater on the comprehensive exit exam on the RN Patient-Centered Care category.  The cohort aggregate score of students in Level 4 will be 850 (HESI) or 70%(ATI)  or greater on the comprehensive exit exam on the Nursing Process.  The cohort aggregate score of students in RNSG 2563 will be 70% or greater on the comprehensive exit exam (ATI) on the Physiologic Adaptation component. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 76.23% (55) | |  | 2-step Fall | 79.46% (16) | |  | Aggregate Fall | 76.4% (71) | | 2022 | Trad Spring | 80.01% (61) | |  | 2-step Spring | 73.1% (12) | |  | Aggregate Spring | 79.7% (73) | |  | Trad Fall | 78.38% (50) | |  | 2-step fall | 69% (16) | |  | VN-RN bridge | 71.7%  (37) | |  | Aggregate Fall | 77.4% (66) |   **Partially Met.** All cohorts met the standard except for the Fall 2022 2-step cohort. This cohort tested low on all items so we believe this group was an outlier. We will continue to monitor.   |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 71.91% (55) | |  | 2-step Fall | 75.6% (16) | |  | Aggregate Fall | 72.32% (71) | | 2022 | Trad Spring | 80.8% (61) | |  | 2-step Spring | 65.6% (12) | |  | Aggregate Spring | 79.6% (73) | |  | Trad Fall | 70.12% (50) | |  | 2-step fall | 66.26% (16) | |  | VN-RN bridge | 71.7% (37) | |  | Aggregate Fall | 72.32% (66) |   **Partially Met.** Overall, the scores in this category were lower than we wanted them to be. We added a physical assessment piece to RNSG 1430. We increased our focus on assessment in RNSG 1128. We will continue to monitor.   |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 67.27% (55) | |  | 2-step Fall | 72.75% (16) | |  | Aggregate Fall | 67.3% (71) | | 2022 | Trad Spring | 85.3% (61) | |  | 2-step Spring | 82.1% (12) | |  | Aggregate Spring | 81.1% (73) | |  | Trad Fall | 72.38% (50) | |  | 2-step fall | 63.4% (16) | |  | VN-RN bridge | 75.8%  (37) | |  | Aggregate Fall | 71.3% (66) |   **Partially Met.** In fall of 2021, we recognized that these scores were low. Over the next year, we placed an increased focus on including pathophysiology in our courses. We have seen an increase in the scores since this time. |
| 1. The students will demonstrate the ability to serve as a provider of patient-centered care using clinical judgment. | RNSG 2363 Clinical Capstone | 80% of the students in the RNSG 2363 course will earn 6/8 points (75%) on the Clinical Judgment section of the clinical capstone on the first attempt. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 72.7% (40/55) | |  | 2-step Fall | 62% (11/16) | |  | Aggregate Fall | 71.8% (51/71) | | 2022 | Trad Spring | 68% (42/61) | |  | 2-step Spring | 100% (12/12) | |  | Aggregate Spring | 73.6% (53/73) | |  | VN-RN Summer | 76% (30/39) | |  | Trad Fall | 82% (41/50) | |  | 2-step fall | 81.25% (13/16) | |  | Aggregate Fall | 86% (57/66) |   **Partially met.** In 2021 and spring of 2022, our scores did not meet our standards. We reviewed our process and realized that students needed more time to complete all the tasks we expected to achieve this goal. We adjusted the time on this assignment to assess this criterion more adequately. |
| 1. The students will demonstrate the knowledge to serve as a patient safety advocate by reducing patient risks of harm, including safe medication administration. | 1. Measurement of Student Performance Pharmacological and Parenteral Therapies 2. RNSG 2363 Math Mastery Exam 3. Measurement of Student Performance in Safety QSEN score on Comprehensive Exit Exam | 1. The cohort aggregate score of students in Level 4 will be 850 (HESI) or 70% (ATI) or greater on the RN Comprehensive Exit exam on the Pharmacological and Parenteral Therapies subcategory. 2. 90% of students in the RNSG 2363 course will demonstrate the ability to perform dosage calculations by passing the Math Mastery Exam with 90% accuracy by the second of three attempts. 3. The cohort aggregate score of students in RNSG 2563 will be 70% or greater on the RN Comprehensive Exit exam on the Safety QSEN subcategory. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 75.46% (55) | |  | 2-step Fall | 80.71% (16) | |  | Aggregate Fall | 76% (61) | | 2022 | Trad Spring | 76.4% (61) | |  | 2-step Spring | 73.6% (12) | |  | Aggregate Spring | 76% (73) | |  | VN-RN Summer | 70.4% (37) | |  | Trad Fall | 76.26% (50) | |  | 2-step fall | 68.99% (16) | |  | Aggregate Fall | 75.7% (66) |   **Met.**   |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 100% (55/55) | |  | 2-step Fall | 100% (16/16) | |  | Aggregate Fall | 100% (71/71) | | 2022 | Trad Spring | 100% (61/61) | |  | 2-step Spring | 100% (12/12) | |  | Aggregate Spring | 100% (73/73) | |  | VN-RN Summer | 94.8% (37/39) | |  | Trad Fall | 100% (50/50) | |  | 2-step fall | 100% (16 /16) | |  | Aggregate Fall | 100% (66 /66) |   **Met.**   |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 72.61% (55) | |  | 2-step Fall | 79.06% (16) | |  | Aggregate Fall | 73.81% (71) | | 2022 | Trad Spring | 85.4% (52/61) | |  | 2-step Spring | 89.3% (11/12) | |  | Aggregate Spring | 86.1% (63/73) | |  | VN-RN Summer | 70.4% (26/37) | |  | Trad Fall | 72.96 (50) | |  | 2-step fall | 69.78% (16) | |  | Aggregate Fall | 73.4% (48 /66) |   **Met.** |
| 1. The students will demonstrate the ability to serve as a patient safety advocate by reducing patient risks of harm, including safe medication administration. | Clinical Evaluation Tool – RNSG 2363  Clinical Evaluation tool – RNSG 2363 | 1. 80% of the students in the RNSG 2363 course will demonstrate the ability to reduce risks for patient harm, including safe medication administration, by fully meeting the medication administration criterion on the RNSG 2363 Clinical Evaluation Tool with a score of 3. 2. 80% of the students in the RNSG 2363 course will demonstrate the ability to reduce risks for patient harm with an average of 3 on the Safety subcategories scores on the RNSG 2363 Clinical Evaluation Tool, excluding the medication administration criterion. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 91% (55) | |  | 2-step Fall | 94% (16) | |  | Aggregate Fall | 92% (71) | | 2022 | Trad Spring | 55% (60) | |  | 2-step Spring | 100% (12) | |  | Aggregate Spring | 62.5% (73) | |  | VN-RN Summer | 37.84% (37) | |  | Trad Fall | 88% (50) | |  | 2-step fall | 100% (16) | |  | Aggregate Fall | 90.9% (66) |   **Partially Met.** To meet this goal, students have to achieve a perfect score each week in this category. After reflection, we believe this is an unreasonable expectation for students. We are reviewing to determine what a more appropriate measurement would be. In addition, we have added risk reduction questions to exams. We are also planning to add a review exam with required remediation to improve scores in this category.   |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 70% (39/56) | |  | 2-step Fall | 31% (5/16) | |  | Aggregate Fall | 61% (44/72) | | 2022 | Trad Spring | 31% (61) | |  | 2-step Spring | 0% (12) | |  | Aggregate Spring | 26% (73) | |  | VN-RN Summer | 8% (36) | |  | Trad Fall | 96.4% (49) | |  | 2-step fall | 99.38% (16) | |  | Aggregate Fall | 97.14% (65) |   In order to meet this goal, students have to achieve a perfect score every week in this category. After reflection, we believe this is an unreasonable expectation for students. We are reviewing to determine what a more appropriate measurement would be. |
| 1. The students will demonstrate the knowledge to serve as a member of the healthcare team through teamwork and collaboration. | 1. Exit Exam - Measurement of Student Performance in Teamwork and Collaboration score. | 1. The cohort average of students in Level 4 will be 850(HESI) or 70%(ATI) or greater on the comprehensive exit Exam category Teamwork and Collaboration score. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 76.6% (56) | |  | 2-step Fall | 79.3% (16) | |  | Aggregate Fall | 77.6% (72) | | 2022 | Trad Spring | 78.62% (61) | |  | 2-step Spring | 76.7% (12) | |  | Aggregate Spring | 78.3% (73) | |  | VN-RN Summer | 69.9% | |  | Trad Fall | 77.52% (50) | |  | 2-step fall | 68.25% (16) | |  | Aggregate Fall | 76.2% (66) |   **Partially Met.** All groups met the benchmark except the VN-RN summer 2022 and Texas 2-step fall groups. The VN-RN group was very close. The Texas 2-step fall 2022 cohort was an outlier. We will continue to monitor. |
| 1. The students will demonstrate the ability to serve as a member of the healthcare team through communication. | Capstone Rubric | 80% of the students in the RNSG 2363 course will earn 4/5 points (80%) on the Communication section of the clinical capstone on the first attempt. | |  |  |  | | --- | --- | --- | | 2021 | Trad Fall | 64% (56) | |  | 2-step Fall | 81.2% (16) | |  | Aggregate Fall | 67.5% (72) | | 2022 | Trad Spring | 58% (60) | |  | 2-step Spring | 66% (12) | |  | Aggregate Spring | 60% (72) | |  | VN-RN Summer | 70.7%(29) | |  | Trad Fall | 56% (39) | |  | 2-step fall | 68.75% (16) | |  | Aggregate Fall | 76.8% (56) |   **Not met.** Our scores did not meet our standards. We reviewed our process and realized that students needed more time to complete all the tasks we expected to achieve this goal. We adjusted the time on this assignment to assess this criterion more adequately. |