Activity II: Continuous Improvement Plan

**Outcomes might not change from year to year. For example, if you have not met previous targets, you may wish to retain the same outcomes. *If this is an academic, workforce, or continuing education program, you must have at least one student learning outcome.* You may also add short-term administrative, technological, assessment, resource or professional development goals, as needed.**

**Date:** **8/15/19** **Name of Program/Unit: Health Professions**

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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.) | **C. Target(s)**Level of success expected(e.g. 80% approval rating, 10 day faster request turn-around time, etc.) |
| 1. Certified Nurse Aide student will demonstrate improvements in overall skills pass rate and pass rate for one identified written and one identified skill area.
 | National Nurse Aide Assessment Program Exam – overall score and score for two identified areas: Spiritual and Cultural Needs (written exam) and Modified Bed Bath (skills exam) | Target pass rates:Overall skills score = above 90%Spiritual and Cultural Needs = above 80%Modified Bed Bath = above 90% |
| 1. Students will demonstrate ability to follow APA (6th ed.) guidelines and conduct secondary research with literature review and present at the Health Science Symposium.
 | Rubric created by the Biology Department to assess:1. That the student’s research topic is relevant and researchable
2. That the student has a thesis
3. That the student can produce real research (within the last 5 years) with a literature review and annotated bibliography with correct application of APA writing guidelines.
 | 75% of participating students will be able to create a research project that meets or exceeds the requirements of the symposium’s rubric. |
| 1. Students will increase confidence in patient communication and demonstrate a more diversified clinical skill set through increasing clinical rotation settings.
 | Student survey at the end of the clinical portion of the program | 75% of students will agree that increasing clinical rotation settings has assisted in their communication and clinical skills. |

**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**

Certified Nurse Aide student will demonstrate improvements in overall skills pass rate and pass rate for one identified written and one identified skill area. |
| 1. **Measure (Outcome #1)**

National Nurse Aide Assessment Program Exam – overall skills score and score for two identified areas: Spiritual and Cultural Needs (written exam) and Modified Bed Bath (skills exam) | 1. **Target (Outcome #1)**

Target pass rates:Overall skills score = above 90%Spiritual and Cultural Needs = above 90%Modified Bed Bath = above 80% |
| 1. **Action Plan (Outcome #1)**

The professor spent all of week 3 of the course focusing on understanding the resident, and placed an increased focus on their spiritual and cultural needs. For bed bath skills, the professor used week 5 lab time to practice this skill and also emphasized the skill again during the practice times leading up to the certification exam. The professor also incorporated more overall practice and review time into the curriculum to help the students feel more prepared and comfortable with the exam material.  |
| 1. **Results Summary (Outcome #1)**

Our data reveals that after implementing the stronger focus on these two weak areas and increasing practice time overall:1. The overall skills scores increased from 67% to 96%.
2. The Spiritual and Cultural needs scores increased from 76% to 100%
3. The Modified Bed Bath scores increased from 56% to 75%.

We met our goal for result #1 and #2, but not #3, although we did increase student scores by almost 20%. With additional focus and practice, we believe we can continue to raise that score up to 80% or higher. |
| 1. **Findings (Outcome #1)**

We met our improvement goals in the areas of overall skills and spiritual and cultural needs, but unfortunately still fell a little short in our improvement in modified bed bath skills. |
| 1. **Implementation of Findings**

Based on these findings, we will continue with our current changes and will update they syllabus to reflect them. We will also continue to increase emphasis on modified bed bath skills through incorporating more focused practice time. |

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| 1. **Outcome #2**

Students will demonstrate ability to follow APA (6th ed.) guidelines and conduct secondary research with literature review and present at the Health Science Symposium. |
| 1. **Measure (Outcome #2)**

Rubric created by the Biology Department to assess:1. That the student’s research topic is relevant and researchable
2. That the student has a thesis
3. That the student can produce real research (within the last 5 years) with a literature review and annotated bibliography with correct application of APA writing guidelines.
 | 1. **Target (Outcome #2)**

75% of participating students will be able to create a research project that meets or exceeds the requirements of the symposium’s rubric. |
| 1. **Action Plan (Outcome #2)**

To improve student understanding of the research process and success in completing the requirements, the committee has decided to add student mentors into the process. Collegiate students in biology courses (e.g. BIOL 2404) on the McKinney Campus will be assigned to a Dual Credit student to mentor and evaluate their work during the semester. |
| 1. **Results Summary (Outcome #2)**
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| 1. **Findings (Outcome #1)**
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| 1. **Implementation of Findings**

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