

*Example*

# **Student Learning Outcomes**

**Forms A, B, C, D**

**I. Student Learning Outcomes (Please complete each of the attached forms (A-D) for each program being reviewed.)**

- List student learning outcomes for the program scheduled for review. Each program should identify the competencies e.g., knowledge, skills or behaviors expected of graduates of the program, which is determined by an awareness of who the students are and what you expect them to be able to do when they graduate **(Form A)**.
- List any other program goals related to student learning outcomes. Program goals could include job placement, enrollment in graduate school, success on licensure examinations, employment skills, etc. **(Form A)**.
- List evaluation methods (qualitative and quantitative assessment measures). List them as locally developed measures (faculty made tests, presentations, portfolios, etc.) **Form B**, or commercially developed measures (tests, surveys, etc.) **Form C**.
- Findings from assessment measures for student learning outcomes and program goals. Describe the findings or results of assessment measurements **(Form D)**.
- Describe changes made to improve the program as a result of assessing student learning outcomes and program goals, e.g., curriculum, etc. Describe the process for making changes, e.g., who was involved in the decision making process and how decisions were made **(Form D)**.

**North Carolina A&T State University  
Form A**

College/School/Department: School of Nursing  
Program/Degree Level: Bachelor of Science in Nursing  
Academic Year Assessment Period: 2003-2004  
Date Submitted: May 14, 2004

**Student Learning Outcomes**

*Please use this form to list the student learning outcomes for all degree programs in your department/school. Use a separate form for each degree program. The space allotted can be expanded.*

1. Demonstrated leadership, management, and delegation skills in acute care and outpatient clinical settings using appropriate leadership and management theory and principles, Nurse Practice Act-Scope of Practice and staff assignments.

2. Apply the nursing process to provide safe, competent, and therapeutic nursing care through written nursing care plans and other documents for clients across the life span in a variety of clinical settings.

3. Utilize communication techniques to provide sensitive and empathetic nursing care as demonstrated in process recordings, clinical observations, simulations, and case studies.

4. Demonstrate knowledge and application of research through critique of research articles, utilizations of the research process, and evaluation of findings to enhance professional practice.

**North Carolina A&T University  
Form A**

**Student Learning Outcomes (cont.)**


**Overall Program Outcomes** such as job placement, graduate school enrollment, success on licensing exams; development of workplace skills such as dependability, initiative, leadership, group-working skills; commitment to citizenship; program satisfaction and job satisfaction; persistence and time to degree, etc. Be specific, e.g. "At least ¼ of each graduating class will apply to graduate school."

5. One hundred percent (100%) of graduates passing the NCLEX-RN exam will be employed.

**North Carolina A&T State University**

**Form B**

College/School/Department: School of Nursing  
Program/Degree Level: Bachelor of Science in Nursing  
Academic Year Assessment Period: 2003-2004  
Date Submitted: May 14, 2004

**II. Evaluation Methods**

*In each row, please list measurements used to assess student learning outcomes and program outcomes. Indicate in parentheses at the end of each measurement the student learning and/or program outcome being assessed (see example forms).*

<b>Commercially Available Tests/Surveys</b>	
Arnett Computer Adaptive Test-Content tests are given to students in each area: fundamentals of nursing, adult health nursing, psychiatric nursing, maternity nursing, community health nursing, pharmacology, and pediatric nursing. Arnett Comprehensive Test - integrates all nursing areas and NCLEX-RN Test Plan (85% of students will score 85% on the competencies) (Outcomes 2, 3, 4)	
* Mosby Assess Test-national standardized comprehensive exam that use the NCLEX-RN test plan. All questions integrate nursing process, categories of client needs cognitive levels, age, systems (85% of students will score 85%) on the competencies) (Outcomes 2, 3, 4) *Mosby Assessment Test-comprehensive exam integrates questions from all of the above areas (Students will score 90% on the competencies) *Used as predictors for graduates passing the NCLEX-RN exam. *Used for a number of years and provide trend data Goals 2, 3, 4.	

## North Carolina A&T State University

### Form C

College/School/Department: School of Nursing  
 Program/Degree Level: Bachelor of Science in Nursing  
 Academic Year Assessment Period: 2003-2004  
 Date Submitted: May 14, 2004

#### II. Evaluation Methods

*List qualitative and/or quantitative measurements. Indicate in parentheses at the end of each measurement the student learning and/or program outcome being assessed (see example forms).*

Locally Developed Methods	
N518 (capstone course) Students will take a comprehensive exam. 85% of students will pass the exam (Outcomes 1, 2, 3, 4)	Exit interviews-All seniors have exit interviews, either individually or in focus groups (90%) of students will report satisfaction with the nursing program) (Outcomes 1, 2, 3, 4)
Alumni Surveys-One year and three years post-graduation, alumni are mailed a 25-item questionnaire (Some variables/areas included are self-assessment of skills, certification, credit courses, graduate education or other continuing education (85% of alumni surveyed will indicate a response of prepared \-well prepared in the above areas) (Outcomes 1, 2, 3, 4)	Class presentations in Nursing N512 (capstone course) using the "Individual Student Evaluation for Class Presentations" and "Guidelines for the Evaluation of Nursing Issues Paper" (senior nursing students) (85% of students will have an average score of 3.0 on a 4.0 scale) (Outcome 2, 3)
Retention and graduation rates obtained from Office of Institutional Planning, Assessment, and Research. Enrollment will increase by 20%. (Outcome 5)	"Clinical Laboratory Courses-Skills are assessed using the Clinical Skills Inventory" (95% of students will pass the clinical competencies) (Outcome 2, 3)

## North Carolina A&T State University

### Form D

College/School/Department: School of Nursing  
Program/Degree Level: Bachelor of Science Nursing  
Academic Year Assessment Period: 2003-2004  
Date Submitted: May 14, 2004

### III. Major Findings and Changes Made to Program as a Result of Assessing Outcomes/Goals

*Please list the major findings and program improvements made as a result of assessing student learning and programs outcomes. Describe the decision-making process and persons/groups involved. Link the findings to the methods used. Indicate in parentheses at the end of each measurement the student learning and/or program outcome being assessed (see example forms).*

1. Findings from the analysis of the student profile of performance on the Mosby assess Test, Arnett Comprehensive TEst, and Arnett Computer Adaprive tEst indicated that students scored below the national norm and in some areas scored well below the norm. As a result, course leaders met to identify intervention strategies. This information was presented to the Academic Programs Committee. The following changes were made: faculty advisors had to design a student enhancement plan for students assigned to and meet regularly with them; course N518 was revised; a Total Testing Program designed by Arnett Co. was instituted. Faculty voted and approved these changes.

2. Findings from the Employer Survey indicated that 25% of graduates had difficulty applying delegation and management skills as members of the health care team. Faculty reviewed the data analyses and revised N514 to include this competency as a measurement. The Academic Programs Committee and faculty approved these changes.