

Program Assessment Form (Academic Program)

A.S. Nursing

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General Information (Program Assessment Form (Academic Program))

Standing Requirements

NMC MISSION STATEMENT & ESIP (COLUMN 1 OF THE 5-COLUMN MODEL)

NMC Mission Statement: Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth. ESIP for the Nursing Department: The purpose of the Nursing Department is to advocate for locally educated and licensed nurses to work in the various health care provider agencies in the Commonwealth of the Northern Mariana Islands as well as in the Pacific region by providing career guidance, education and the nursing knowledge and skills necessary to be eligible to take the National Council Licensure Examination and become Registered Nurses in support of the Northern Marianas College mission.

OUTCOMES (COLUMN 2 OF THE 5-COLUMN MODEL)

A.S. Nursing Outcome Set

NU PLO 1

NU PLO 1: Demonstrate knowledge of professional nursing standards and regulatory framework.

Mapping

No Mapping

NU PLO 2

NU PLO 2: Assess clients and families comprehensively to include physical, developmental, cultural, and spiritual needs.

Mapping

No Mapping

NU PLO 3

NU PLO 3: Apply critical and creative thinking to facilitate problem solving and decision making.

Mapping

No Mapping

NU PLO 4

NU PLO 4: Design a nursing care plan for clients and families across the lifespan in various settings.

Mapping

No Mapping

NU PLO 5

NU PLO 5: Demonstrate appropriate nursing interventions that meet clients' and families' health expectations.

Mapping

No Mapping

NU PLO 6

NU PLO 6: Supervise care for groups of clients to promote positive health outcomes.

Mapping

No Mapping

NU PLO 7

NU PLO 7: Demonstrate effective communication through the use of oral, written, and technological skills to educate and collaborate with clients, community agencies, and members of the health care team.

Mapping

No Mapping

NU PLO 8

NU PLO 8: Demonstrate professionalism, including legal and ethical behaviors.

Mapping

No Mapping

Nursing Outcomes Set 1 (Fall 2019)

Nursing Outcomes Set 2 (Spring 2020)

NU PLO 8

Demonstrate professionalism, including legal and ethical behaviors.

Mapping

No Mapping

Nursing Outcomes Set 3 (Fall 2020)

Nursing Outcomes Set 4 (Spring 2021)

NU PLO 1

Demonstrate knowledge of professional nursing standards and regulatory framework.

Mapping

General Education Outcomes (GELOs): GEO Citizenship and Society 3.1, GEO Citizenship and Society 3.2, GEO Critical Thinking 1.1, GEO Critical Thinking 1.2, GEO Humanities 2.1, GEO Humanities 2.2, GEO Oral Communication 5.1, GEO Oral Communication 5.2, GEO Technology and Information Literacy 4.1, GEO Technology and Information Literacy 4.2, GEO Written Communication 7.1, GEO Written Communication 7.2

NU PLO 2

Assess clients and families comprehensively to include physical, developmental, cultural, and spiritual needs.

Mapping

General Education Outcomes (GELOs): GEO Citizenship and Society 3.1, GEO Citizenship and Society 3.2, GEO Critical Thinking 1.1, GEO Critical Thinking 1.2, GEO Humanities 2.1, GEO Humanities 2.2, GEO Oral Communication 5.1, GEO Oral Communication 5.2, GEO Written Communication 7.1, GEO Written Communication 7.2

Outcome Set 2 (2016-2017)

CURRICULUM MAP

Active Curriculum Maps

GELO 1 & 7 and Nursing PLOs Set AY 2020-21 (See appendix)

Alignment Set GELO 1 & 7 and Nursing PLOs Set AY 2020-21

Created 11/05/2020 10:37:26 am WPST

Last Modified 11/05/2020 11:45:13 am WPST

GELO 4 and Nursing PLO Set AY 2021-22 (See appendix)

Alignment Set GELO 4 and Nursing PLO Set AY 2021-22

Created 11/05/2020 10:38:02 am WPST

Last Modified 11/05/2020 10:38:02 am WPST

GELO 6 and Nursing PLO Set AY 2022-23 (See appendix)

Alignment Set GELO 6 and Nursing PLO Set AY 2022-23

Created 11/05/2020 10:38:38 am WPST

Last Modified 11/05/2020 10:38:38 am WPST

2020-2021 Assessment Cycle

MEANS OF ASSESSMENT & CRITERIA FOR SUCCESS (ASSESSMENT PLAN OR COLUMN 3 OF THE 5-COLUMN MODEL)

Mission Statement

NMC Mission Statement: Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth. ESIP for the Nursing Department: The purpose of the Nursing Department is to advocate for locally educated and licensed nurses to work in the various health care provider agencies in the Commonwealth of the Northern Mariana Islands as well as in the Pacific region by providing career guidance, education and the nursing knowledge and skills necessary to be eligible to take the National Council Licensure Examination and become Registered Nurses in support of the Northern Marianas College mission.

Measures

Nursing Outcomes Set 3 (Fall 2020)

Outcome

Outcome: NU PLO 4

Design a nursing care plan for clients and families across the lifespan in various settings.

Measure: Assigned Case Studies from Course Assessment Form 1s for the (3) nursing courses

Details/Description:

Review Assigned Case Studies from Course Assessment Form 1s for the (3) nursing courses being taught this fall semester 2020 to see if students “score 3” (75-90%), using the Case Study Clinical Judgment Rubric in: NOTICING/recognizes clinical data that is relevant; INTERPRETING/identifies clinical significance of clinical data that is noticed and prioritizes data to formulate nursing priority (nursing diagnosis); RESPONDING = Interventions and Plan of Care/Problem Recognition; PROFESSIONAL COMMUNICATION – using SBAR (if utilized).

This leads to the student’s ability to design a nursing care plan for clients and families across the lifespan in various setting.

NU 105 – Basic Nursing Concepts & Skills

NU 124 – Pharmacology and Clinical Math

NU 207 – Medical-Surgical
Nursing II

Success Criteria:

Students should “score 3” (75-90%), using the Case Study Clinical Judgment Rubric in: NOTICING/recognizes clinical data that is relevant; INTERPRETING/identifies clinical significance of clinical data that is noticed and prioritizes data to formulate nursing priority (nursing diagnosis); RESPONDING = Interventions and Plan of Care/Problem Recognition; PROFESSIONAL COMMUNICATION – using SBAR (if

	utilized). This leads to the student's ability to design a nursing care plan for clients and families across the lifespan in various setting.
Implementation Plan (timeline):	Throughout the semester.
Key/Responsible Personnel:	Rosa T. Aldan, Director of School of Nursing

Measure: Nursing Care Plans based on an assigned Case Study in any of the (3) nursing courses
Program level Direct - Student Artifact

Details/Description: Review Nursing Care Plans developed by students based on an assigned Case Study in any of the (3) nursing courses being taught this fall semester 2020. The submitted Nursing Care Plans addressed a physical/physiological need, psycho social need, and a teaching need and see if students score 75% or higher for their written assignment.

NU 105 – Basic Nursing Concepts & Skills

NU 124 – Pharmacology and Clinical Math

NU 207 – Medical-Surgical
Nursing II

Success Criteria: Students should score 75% or higher for their written assignment.

Implementation Plan (timeline): Throughout the semester.
Key/Responsible Personnel: Rosa T. Aldan, Director of School of Nursing

Measure: Review Quizzes and Unit Exams
Course level Direct - Other

Details/Description: Review Quizzes & Unit Exams from Course Assessment Form 1s for the (3) nursing courses being taught this fall semester 2020.

NU 105 – Basic Nursing Concepts & Skills

NU 124 – Pharmacology and Clinical Math

NU 207 – Medical-Surgical
Nursing II

Success Criteria: Students should score 75% or higher on questions identifying the five steps of the nursing process [Assessment, Nursing Diagnosis, Planning, Implementation, and Evaluation]. This leads to the student's ability to design a nursing care plan for clients and families across the lifespan in various setting.

Implementation Plan Throughout the semester.

(timeline):

Key/Responsible
Personnel:

Rosa T. Aldan, Director for School of Nursing

SUMMARY OF DATA COLLECTED AND USE OF RESULTS (ASSESSMENT FINDINGS OR COLUMNS 4 & 5 OF THE 5-COLUMN MODEL)

Finding per Measure

Nursing Outcomes Set 3 (Fall 2020)

Outcome

Outcome: NU PLO 4

Design a nursing care plan for clients and families across the lifespan in various settings.

Measure: Assigned Case Studies from Course Assessment Form 1s for the (3) nursing courses

Details/Description:

Review Assigned Case Studies from Course Assessment Form 1s for the (3) nursing courses being taught this fall semester 2020 to see if students “score 3” (75-90%), using the Case Study Clinical Judgment Rubric in: NOTICING/recognizes clinical data that is relevant; INTERPRETING/identifies clinical significance of clinical data that is noticed and prioritizes data to formulate nursing priority (nursing diagnosis); RESPONDING = Interventions and Plan of Care/Problem Recognition; PROFESSIONAL COMMUNICATION – using SBAR (if utilized).
This leads to the student’s ability to design a nursing care plan for clients and families across the lifespan in various setting.

NU 105 – Basic Nursing Concepts & Skills

NU 124 – Pharmacology and Clinical Math

NU 207 – Medical-Surgical
Nursing II

Success Criteria:

Students should “score 3” (75-90%), using the Case Study Clinical Judgment Rubric in: NOTICING/recognizes clinical data that is relevant; INTERPRETING/identifies clinical significance of clinical data that is noticed and prioritizes data to formulate nursing priority (nursing diagnosis); RESPONDING = Interventions and Plan of Care/Problem Recognition; PROFESSIONAL COMMUNICATION – using SBAR (if utilized).
This leads to the student’s ability to design a nursing care plan for clients and families across the lifespan in various setting.

**Implementation Plan
(timeline):**

Throughout the semester.

Key/Responsible
Personnel:

Rosa T. Aldan, Director of School of Nursing

Findings for Assigned Case Studies from Course Assessment Form 1s for the (3) nursing courses

No Findings Added

Measure: Nursing Care Plans based on an assigned Case Study in any of the (3) nursing courses
Program level Direct - Student Artifact

Details/Description: Review Nursing Care Plans developed by students based on an assigned Case Study in any of the (3) nursing courses being taught this fall semester 2020. The submitted Nursing Care Plans addressed a physical/physiological need, psycho social need, and a teaching need and see if students score 75% or higher for their written assignment.

NU 105 – Basic Nursing Concepts & Skills

NU 124 – Pharmacology and Clinical Math

NU 207 – Medical-Surgical
Nursing II

Success Criteria: Students should score 75% or higher for their written assignment.

Implementation Plan (timeline): Throughout the semester.

Key/Responsible Personnel: Rosa T. Aldan, Director of School of Nursing

Findings for Nursing Care Plans based on an assigned Case Study in any of the (3) nursing courses

No Findings Added

Measure: Review Quizzes and Unit Exams
Course level Direct - Other

Details/Description: Review Quizzes & Unit Exams from Course Assessment Form 1s for the (3) nursing courses being taught this fall semester 2020.

NU 105 – Basic Nursing Concepts & Skills

NU 124 – Pharmacology and Clinical Math

NU 207 – Medical-Surgical
Nursing II

Success Criteria: Students should score 75% or higher on questions identifying the five steps of the nursing process [Assessment, Nursing Diagnosis, Planning, Implementation, and Evaluation]. This leads to the student's ability to design a nursing care plan for clients

and families across the lifespan in various setting.

**Implementation Plan
(timeline):**

Throughout the semester.

**Key/Responsible
Personnel:**

Rosa T. Aldan, Director for School of Nursing

Findings for Review Quizzes and Unit Exams

No Findings Added

Overall Recommendations

No text specified

Overall Reflection

No text specified

OPERATIONAL PLAN (THIS IS WHERE YOU CAN LINK AN OUTCOME TO AN ACTION PLAN WITH OR WITHOUT A SPECIAL BUDGET REQUEST.)

STATUS REPORT

2021-2022 Assessment Cycle

MEANS OF ASSESSMENT & CRITERIA FOR SUCCESS (ASSESSMENT PLAN OR COLUMN 3 OF THE 5-COLUMN MODEL)

Mission Statement

NMC Mission Statement: Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth. ESIP for the Nursing Department: The purpose of the Nursing Department is to advocate for locally educated and licensed nurses to work in the various health care provider agencies in the Commonwealth of the Northern Mariana Islands as well as in the Pacific region by providing career guidance, education and the nursing knowledge and skills necessary to be eligible to take the National Council Licensure Examination and become Registered Nurses in support of the Northern Marianas College mission.

Measures

Nursing Outcomes Set 2 (Spring 2020)

Outcome

Outcome: NU PLO 8

Demonstrate professionalism, including legal and ethical behaviors.

Measure: *Assessments from NU 107: Clinical Performance for Outpatient Areas

Program level Direct - Student Artifact

Details/Description:

These assessments are to evaluate SLO 3:

3.0 Provide basic nursing care to clients with the following medical conditions:

3.1 Integumentary system disorders;

3.2 Endocrine system disorders;

3.3 Nutritional, upper and lower gastrointestinal disorders;

3.4 Bowel elimination disorders;

3.5 Urinary elimination disorders;

3.6 Cardiac function disorders, including hematologic, peripheral

Student will address the criteria in the clinical outpatient performance area rubric.

Success Criteria:

Student must score 75% or higher by addressing the criteria in the clinical outpatient performance area rubric.

Implementation Plan (timeline):

Throughout the semester

Key/Responsible

Johnny S. Aldan, Instructor

Personnel:

Rosa T. Aldan, Nursing Department Chair

Measure: *Assessments from NU 107: Clinical Prep-Papers

Program level Direct - Student Artifact

Details/Description:	<p>These assessments are to evaluate SLO 3:</p> <ul style="list-style-type: none">3.0 Provide basic nursing care to clients with the following medical conditions:3.1 Integumentary system disorders;3.2 Endocrine system disorders;3.3 Nutritional, upper and lower gastrointestinal disorders;3.4 Bowel elimination disorders;3.5 Urinary elimination disorders;3.6 Cardiac function disorders, including hematologic, peripheral <p>Students will complete clinical prep-papers by addressing the criteria in the inpatient rubric and completing the NCP in the clinical prep-paper on the morning of clinical day.</p>
Success Criteria:	<p>Student must score 75% or higher to indicate that the student has the basic knowledge in performing nursing assessments of the patients experiencing disorders of the indicated systems.</p>
Implementation Plan (timeline):	<p>Throughout the semester</p>
Key/Responsible Personnel:	<p>Johnny S. Aldan, Instructor Rosa T. Aldan, Nursing Department Chair</p>

Measure: *Assessments from NU 107: Final Exam

Program level Direct - Student Artifact

Details/Description:	<p>These assessments are to evaluate SLO 2:</p> <ul style="list-style-type: none">2.0 Perform nursing assessments on clients with the following medical conditions:2.1 Integumentary systems disorders;2.2 Endocrine systems disorders;2.3 Nutritional, upper and lower gastrointestinal disorders;2.4 Bowel elimination disorders;2.5 Urinary elimination disorders;2.6 Cardiac function disorders, including hematologic, peripheral vascular, and lymphatic diseases;2.7 Upper and lower respiratory system disorders;2.8 Musculoskeletal disorders;2.9 Visual and auditory function disorders; and2.10 Sexual and reproductive disorders. <p>On the unit exam, students will demonstrate that they have retained adequate knowledge in performing the nursing assessment of the patients experiencing</p>
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	disorders of the indicated systems.
Success Criteria:	Student must score 75% or higher to indicate that the student has retained adequate knowledge in performing the nursing assessment of the patients experiencing disorders of the indicated systems.
Implementation Plan (timeline):	During final exam week.
Key/Responsible Personnel:	Johnny S. Aldan, Instructor Rosa T. Aldan, Nursing Department Chair

Measure: *Assessments from NU 107: Reflection Papers
Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 3: 3.0 Provide basic nursing care to clients with the following medical conditions: 3.1 Integumentary system disorders; 3.2 Endocrine system disorders; 3.3 Nutritional, upper and lower gastrointestinal disorders; 3.4 Bowel elimination disorders; 3.5 Urinary elimination disorders; 3.6 Cardiac function disorders, including hematologic, peripheral
	Students will complete reflection papers by addressing the criteria in the outpatient reflection rubric.
Success Criteria:	Student must score 75% or higher by addressing the criteria in the outpatient reflection rubric.
Implementation Plan (timeline):	Throughout the semester
Key/Responsible Personnel:	Johnny S. Aldan, Instructor Rosa T. Aldan, Nursing Department Chair

Measure: *Assessments from NU 107: Unit Exams
Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 2: 2.0 Perform nursing assessments on clients with the following medical conditions: 2.1 Integumentary systems disorders; 2.2 Endocrine systems disorders; 2.3 Nutritional, upper and lower gastrointestinal disorders; 2.4 Bowel elimination disorders; 2.5 Urinary elimination disorders; 2.6 Cardiac function disorders, including hematologic, peripheral vascular, and lymphatic diseases; 2.7 Upper and lower respiratory system disorders; 2.8 Musculoskeletal disorders;
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2.9 Visual and auditory function disorders; and
2.10 Sexual and reproductive disorders.

On the unit exam, students will demonstrate the basic knowledge in performing nursing assessments of the patients experiencing disorders of the indicated systems

Success Criteria:

Student must score 75% or higher to indicate that the student has retained adequate knowledge in performing the nursing assessment of the patients experiencing disorders of the indicated systems.

Implementation Plan (timeline):

Throughout the semester, upon completion of the unit (Feb 8, Mar 10, April 5 & 26).

Key/Responsible Personnel:

Johnny S. Aldan, Instructor
Rosa T. Aldan, Nursing Department Chair

Measure: *Assessments from NU 203: Clinical papers, reflection papers, classroom lectures
Program level Direct - Student Artifact

Details/Description:

These assessments are to evaluate SLO 3:
Provide safe and appropriate nursing care to postpartum patients.

Success Criteria:

At least 80% of active enrolled students will achieve a score of 80% or higher on the assignment.

Implementation Plan (timeline):

Throughout the semester

Key/Responsible Personnel:

Rhonda DiCostanzo, Adjunct Instructor
Rosa T. Aldan, Nursing Department Chair

Measure: *Assessments from NU 203: Nurse Feedback, Written Assignments, Observations
Program level Direct - Student Artifact

Details/Description:

These assessments are to evaluate SLO 4:
Utilize the nursing process when caring for the newborn.

Success Criteria:

At least 80% of active enrolled students will achieve a score of 80% or higher on the assignment.

Implementation Plan (timeline):

Throughout the semester

Key/Responsible Personnel:

Rhonda DiCostanzo, Adjunct Instructor
Rosa T. Aldan, Nursing Department Chair

Measure: *Assessments from NU 203: Written reflection papers and patient care plans
Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 2: Assess, diagnose, plan, implement and evaluate the priorities and responsibilities needed to function effectively and safely in the delivery room and obstetrical unit.
Success Criteria:	At least 80% of active enrolled students will achieve a score of 80% or higher on the assignment.
Implementation Plan (timeline):	Throughout the semester
Key/Responsible Personnel:	Rhonda DiCostanzo, Adjunct Instructor Rosa T. Aldan, Nursing Department Chair

Measure: *Assessments from NU 212 (Four Exams --4th exam is cumulative).

Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 2: Demonstrate proper assessment of acutely ill medical-surgical clients, acutely ill pediatric clients, preterm infants and clients receiving community-based and home care; Understand Basic Cardiac Telemetry (ECG) Interpretation Have a solid understanding of the pathophysiology of these systems to be able to think critically and apply appropriate nursing interventions. SLO 3.0 Handle Nursing care to clients having alterations in the following bodily functions: Cardiac Respiratory Trauma/Burns/Shock Musculoskeletal Neurologic Gastrointestinal Genitourinary Endocrine/ Diabetes
Success Criteria:	80% of active students will score at least least 80% on each of the exams.
Implementation Plan (timeline):	Throughout the semester.
Key/Responsible Personnel:	Annie Camacho, DNAP, CRNA Adjunct Instructor Rosa T. Aldan, MSN, BSN, RN Nursing Department Chair

SUMMARY OF DATA COLLECTED AND USE OF RESULTS (ASSESSMENT FINDINGS OR COLUMNS 4 & 5 OF THE 5-COLUMN MODEL)

Finding per Measure

Nursing Outcomes Set 2 (Spring 2020)

Outcome

Outcome: NU PLO 8

Demonstrate professionalism, including legal and ethical behaviors.

Measure: *Assessments from NU 107: Clinical Performance for Outpatient Areas

Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 3: 3.0 Provide basic nursing care to clients with the following medical conditions: 3.1 Integumentary system disorders; 3.2 Endocrine system disorders; 3.3 Nutritional, upper and lower gastrointestinal disorders; 3.4 Bowel elimination disorders; 3.5 Urinary elimination disorders; 3.6 Cardiac function disorders, including hematologic, peripheral
	Student will address the criteria in the clinical outpatient performance area rubric.
Success Criteria:	Student must score 75% or higher by addressing the criteria in the clinical outpatient performance area rubric.
Implementation Plan (timeline):	Throughout the semester
Key/Responsible Personnel:	Johnny S. Aldan, Instructor Rosa T. Aldan, Nursing Department Chair

Findings for *Assessments from NU 107: Clinical Performance for Outpatient Areas

Summary of Findings:	A 75% or a "P" grade was given to all the 23 students.
Results :	Success Criteria Achievement: Exceeded
Recommendations:	Will continue rotating the students to the outpatient clinic areas. Will continue assessing the students for all these areas of assessment.
Reflections/Notes:	Inpatient areas are not enough to accommodate all 23 students during the clinical rotations. All 23 students were rotated to outpatient clinics. It is also important to expose the students to other areas in the hospital. Outpatient clinical areas are also very important in the delivery of patient care. Students are also assessed on their ability to prioritize the care for the patients and how they conduct themselves when interacting with the patients. Students did good.

Measure: *Assessments from NU 107: Clinical Prep-Papers

Program level Direct - Student Artifact

Details/Description:	<p>These assessments are to evaluate SLO 3:</p> <ul style="list-style-type: none">3.0 Provide basic nursing care to clients with the following medical conditions:3.1 Integumentary system disorders;3.2 Endocrine system disorders;3.3 Nutritional, upper and lower gastrointestinal disorders;3.4 Bowel elimination disorders;3.5 Urinary elimination disorders;3.6 Cardiac function disorders, including hematologic, peripheral <p>Students will complete clinical prep-papers by addressing the criteria in the inpatient rubric and completing the NCP in the clinical prep-paper on the morning of clinical day.</p>
Success Criteria:	<p>Student must score 75% or higher to indicate that the student has the basic knowledge in performing nursing assessments of the patients experiencing disorders of the indicated systems.</p>
Implementation Plan (timeline):	<p>Throughout the semester</p>
Key/Responsible Personnel:	<p>Johnny S. Aldan, Instructor Rosa T. Aldan, Nursing Department Chair</p>

Findings for *Assessments from NU 107: Clinical Prep-Papers

Summary of Findings:	<p>NCP is the nursing guideline for providing patient care. The NCP completion is need before the student can provide care to their assigned patients. The items under the completion of the clinical prep-papers need to be addressed in the NCP. This is the students second semester in the program; therefore, students are not expected to be 100%.</p> <p>All the 23 students received a "P" grade or 75%.</p>
Results :	<p>Success Criteria Achievement: Exceeded</p>
Recommendations:	<p>Will continue this assessment.</p>
Reflections/Notes:	<p>See recommendation above.</p>

Measure: *Assessments from NU 107: Final Exam

Program level Direct - Student Artifact

Details/Description:	<p>These assessments are to evaluate SLO 2: 2.0 Perform nursing assessments on clients with the following medical conditions: 2.1 Integumentary systems disorders; 2.2 Endocrine systems disorders; 2.3 Nutritional, upper and lower gastrointestinal disorders; 2.4 Bowel elimination disorders; 2.5 Urinary elimination disorders; 2.6 Cardiac function disorders, including hematologic, peripheral vascular, and lymphatic diseases; 2.7 Upper and lower respiratory system disorders; 2.8 Musculoskeletal disorders; 2.9 Visual and auditory function disorders; and 2.10 Sexual and reproductive disorders.</p> <p>On the unit exam, students will demonstrate that they have retained adequate knowledge in performing the nursing assessment of the patients experiencing disorders of the indicated systems.</p>
Success Criteria:	<p>Student must score 75% or higher to indicate that the student has retained adequate knowledge in performing the nursing assessment of the patients experiencing disorders of the indicated systems.</p>
Implementation Plan (timeline):	<p>During final exam week.</p>
Key/Responsible Personnel:	<p>Johnny S. Aldan, Instructor Rosa T. Aldan, Nursing Department Chair</p>

Findings for *Assessments from NU 107: Final Exam

Summary of Findings:	<p>5/10/2021. 50 questions. All twenty-three students took the exam.: One student received 100%. The rest scored 75% or higher. No student received less than 75%.</p>
Results :	<p>Success Criteria Achievement: Met</p>
Recommendations:	<p>Will continue using unit exams and finals and will add quizzes. These are important assessments to ensure that the students are retaining the content of the course</p>
Reflections/Notes:	<p>See recommendations above.</p>

Measure: *Assessments from NU 107: Reflection Papers

Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 3: 3.0 Provide basic nursing care to clients with the following medical conditions: 3.1 Integumentary system disorders; 3.2 Endocrine system disorders; 3.3 Nutritional, upper and lower gastrointestinal disorders; 3.4 Bowel elimination disorders; 3.5 Urinary elimination disorders; 3.6 Cardiac function disorders, including hematologic, peripheral Students will complete reflection papers by addressing the criteria in the outpatient reflection rubric.
Success Criteria:	Student must score 75% or higher by addressing the criteria in the outpatient reflection rubric.
Implementation Plan (timeline):	Throughout the semester
Key/Responsible Personnel:	Johnny S. Aldan, Instructor Rosa T. Aldan, Nursing Department Chair

Findings for *Assessments from NU 107: Reflection Papers

Summary of Findings:	Students are placed in the outpatient areas during their clinical rotations. All 23 students were rotated through the outpatient areas such as Immunization, FCC, the MCAT Tents where they help give COVID-19 Vaccines. Reflection papers are required and students are assessed based on the items in the rubric. All 23 students were rotated through the outpatient clinics. All 23 students received "P" grade or 75%.
Results :	Success Criteria Achievement: Exceeded
Recommendations:	Will continue assessing the students for all these areas of assessment.
Reflections/Notes:	See recommendation above.

Measure: *Assessments from NU 107: Unit Exams

Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 2: 2.0 Perform nursing assessments on clients with the following
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medical conditions:
2.1 Integumentary systems disorders;
2.2 Endocrine systems disorders;
2.3 Nutritional, upper and lower gastrointestinal disorders;
2.4 Bowel elimination disorders;
2.5 Urinary elimination disorders;
2.6 Cardiac function disorders, including hematologic, peripheral vascular, and lymphatic diseases;
2.7 Upper and lower respiratory system disorders;
2.8 Musculoskeletal disorders;
2.9 Visual and auditory function disorders; and
2.10 Sexual and reproductive disorders.

On the unit exam, students will demonstrate the basic knowledge in performing nursing assessments of the patients experiencing disorders of the indicated systems

Success Criteria:

Student must score 75% or higher to indicate that the student has retained adequate knowledge in performing the nursing assessment of the patients experiencing disorders of the indicated systems.

Implementation Plan (timeline):

Throughout the semester, upon completion of the unit (Feb 8, Mar 10, April 5 & 26).

Key/Responsible Personnel:

Johnny S. Aldan, Instructor
Rosa T. Aldan, Nursing Department Chair

Findings for *Assessments from NU 107: Unit Exams

Summary of Findings:

Unit exam 1: 2/08/2021. 30 questions.
23 students took the exam. 2 received less than 75%

Unit exam 2: 3/10/2021. 30 questions.
23 students took. 2 students received less than 75%.

Unit exam 3: 4/05/2021. 50 questions.
23 students took. 3 students received less than 75%.

Unit exam 4: 4/26/2021. 30 questions.
23 students took.
1 student received a 100%. No student received less 75%.

Four-unit exams were given during the semester. All 23 students took the exams. The exams were all aimed towards having the students passing the course. Though some students did not achieve 75% in exams 1,2, and 3, the cumulative score result showed that all students met the required score of 75% or higher. All 23 students took unit exam 4. 1 student scored 100%. The rest scored 75% or

higher.

Results :	Success Criteria Achievement: Met
Recommendations:	Will continue using unit exams and finals and will add quizzes. These are important assessments to ensure that the students are retaining the content of the course.
Reflections/Notes:	See recommendations above.

Measure: *Assessments from NU 203: Clinical papers, reflection papers, classroom lectures
Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 3: Provide safe and appropriate nursing care to postpartum patients.
Success Criteria:	At least 80% of active enrolled students will achieve a score of 80% or higher on the assignment.
Implementation Plan (timeline):	Throughout the semester
Key/Responsible Personnel:	Rhonda DiCostanzo, Adjunct Instructor Rosa T. Aldan, Nursing Department Chair

Findings for *Assessments from NU 203: Clinical papers, reflection papers, classroom lectures

Summary of Findings:	Quiz and test results reflected information integrated by students.
Results :	Success Criteria Achievement: Not Met
Recommendations:	See findings above.
Reflections/Notes:	See findings above.

Measure: *Assessments from NU 203: Nurse Feedback, Written Assignments, Observations
Program level Direct - Student Artifact

Details/Description:	These assessments are to evaluate SLO 4: Utilize the nursing process when caring for the newborn.
Success Criteria:	At least 80% of active enrolled students will achieve a score of 80% or higher on the

assignment.

Implementation Plan (timeline): Throughout the semester

Key/Responsible Personnel: Rhonda DiCostanzo, Adjunct Instructor
Rosa T. Aldan, Nursing Department Chair

Findings for *Assessments from NU 203: Nurse Feedback, Written Assignments, Observations

Summary of Findings: Attending nurse's feedback about student nurses progress. Test and quizzes and written assignments indicate student's learning progress.

Results : Success Criteria Achievement: Not Met

Recommendations: See findings.

Reflections/Notes: See findings.

Measure: *Assessments from NU 203: Written reflection papers and patient care plans
Program level Direct - Student Artifact

Details/Description: These assessments are to evaluate SLO 2:
Assess, diagnose, plan, implement and evaluate the priorities and responsibilities needed to function effectively and safely in the delivery room and obstetrical unit.

Success Criteria: At least 80% of active enrolled students will achieve a score of 80% or higher on the assignment.

Implementation Plan (timeline): Throughout the semester

Key/Responsible Personnel: Rhonda DiCostanzo, Adjunct Instructor
Rosa T. Aldan, Nursing Department Chair

Findings for *Assessments from NU 203: Written reflection papers and patient care plans

Summary of Findings: All students performed well in clinical assignments. I circulated the clinical areas constantly, all day, in order to ascertain student participation and make myself available for questions.

Results : Success Criteria Achievement: Exceeded

Recommendations: See findings above.

Reflections/Notes: See findings above.

Measure: *Assessments from NU 212 (Four Exams --4th exam is cumulative).

Program level Direct - Student Artifact

Details/Description:

These assessments are to evaluate

SLO 2:

Demonstrate proper assessment of acutely ill medical-surgical clients, acutely ill pediatric clients, preterm infants and clients receiving community-based and home care;

Understand Basic Cardiac Telemetry (ECG) Interpretation

Have a solid understanding of the pathophysiology of these systems to be able to think critically and apply appropriate nursing interventions.

SLO 3.0

Handle Nursing care to clients having alterations in the following bodily functions:

Cardiac
Respiratory
Trauma/Burns/Shock
Musculoskeletal
Neurologic
Gastrointestinal
Genitourinary
Endocrine/ Diabetes

Success Criteria:

80% of active students will score at least 80% on each of the exams.

Implementation Plan (timeline):

Throughout the semester.

Key/Responsible Personnel:

Annie Camacho, DNAP, CRNA
Adjunct Instructor

Rosa T. Aldan, MSN, BSN, RN
Nursing Department Chair

Findings for *Assessments from NU 212 (Four Exams --4th exam is cumulative).

Summary of Findings:

Students took exams and participated in lecture/ review sessions.

Students were at times able to engage in conversations about clinical experiences as they pertain to medical/ nursing management and implications.

Students improved scores with each exam, though overall scores were poor.

Very evident that fundamental medical/nursing knowledge is lacking.

Students are unable to answer basic questions. The amount of review I had to incorporate into each lecture made it impossible to cover the necessary material.

Test taking ability is extremely poor.

Study habits are extremely weak.

Very clear that Med-Surg I,II and Pharmacology are not preparing students for Med- Surg III/ clinicals/ NCLEX.

Students have a very hard time making appropriate clinical connections, thinking critically.

Results :	Success Criteria Achievement: Not Met
Recommendations:	Please see summary of findings.
Reflections/Notes:	Please see summary of findings.

Overall Recommendations

No text specified

Overall Reflection

No text specified

OPERATIONAL PLAN (THIS IS WHERE YOU CAN LINK AN OUTCOME TO AN ACTION PLAN WITH OR WITHOUT A SPECIAL BUDGET REQUEST.)

STATUS REPORT

Pilot Programs/Practice Assessment Cycle (2009, 2016)

MEANS OF ASSESSMENT & CRITERIA FOR SUCCESS (ASSESSMENT PLAN)

Mission Statement

NMC Mission Statement: Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth. ESIP for the Nursing Department: The purpose of the Nursing Department is to advocate for locally educated and licensed nurses to work in the various health care provider agencies in the Commonwealth of the Northern Mariana Islands as well as in the Pacific region by providing career guidance, education and the nursing knowledge and skills necessary to be eligible to take the National Council Licensure Examination and become Registered Nurses in support of the Northern Marianas College mission.

Measures

Outcome Set 2 (2016-2017)

Outcome

Outcome: NU PLO 5

NU PLO 5: Demonstrate caring interventions that assist the client in meeting his/her needs, to promote, maintain and reduce health risks.

Measure: Safety (Student Clinical Self-Evaluation Form)

Course level Direct - Student Artifact

Details/Description:

- a. Observes and maintains universal precautions. Assesses and alters physical environment as needed to prevent injury (safety of patient, family and team members). Assesses and intervenes as needed to maintain patient's level of comfort.
- b. Safely administers medications, monitor IV's and treatment to all assigned patients. Demonstrates ability to care for patients with tubes and orthopedic devices.
- c. Assists with positioning, transfer and perform other skills as needed while maintaining safety on the patient. Recognizes own limitations and seeks assistance when necessary. Refrain from doing procedures that are beyond level of expertise and/or legal practice.

Success Criteria:

Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms).
First year students are expected to perform at 1-2 levels [75-85%]
Second year students are expected to perform at 2-3 levels (90-100%).

Rating Scale for Clinical Evaluation:

3-Knowledgeable/performs without or with minimal assistance
2-Performs with moderate to minimal assistance/needs review practice
1-Lack knowledge/unable to perform without assistance, requires review & practice
0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical)
No-No opportunity

Implementation Plan (timeline): End of the semester
Key/Responsible Personnel: Rosa T. Aldan, Department Chair

Outcome: NU PLO 6

NU PLO 6: Lead and manage care for groups of clients to promote positive health outcomes.

Measure: Communicator (Student Clinical Self-Evaluation Form)

Course level Direct - Student Artifact

Details/Description: Utilizes therapeutic communication skills in interacting with patient & families in gathering, recording & assessing patient information & delivery of care. Communicates effectively with people of diverse orientations. Communicates effectively with people with disabilities.

Receives report at the beginning of the shift. Receives report for a transfer or new admission. Gives an accurate, concise and timely report to staff members and to on-coming shift.

Demonstrates the correct use of each of the following formats for nursing documentation:
Nursing Assessment
Nursing Care Plan
Nurses Progress Notes
Flow Sheet
Graphic Sheet
Medication Sheet
Nursing Kardex
Discharge Teaching
Discharge Planning
Rounds/Discharge Summary
Other forms required by the hospital or clinic
Document completely, accurately, concisely and factually avoiding legal problems – including documenting in the Electronic Health Record (EHR).

Success Criteria:	Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms). First year students are expected to perform at 1-2 levels [75-85%] Second year students are expected to perform at 2-3 levels (90-100%). Rating Scale for Clinical Evaluation: 3-Knowledgeable/performs without or with minimal assistance 2-Performs with moderate to minimal assistance/needs review practice 1-Lack knowledge/unable to perform without assistance, requires review & practice 0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical) No-No opportunity
Implementation Plan (timeline):	End of semester
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair

Outcome: NU PLO 7

NU PLO 7: Practice effective communication through the use of oral, written and technological skills to educate and collaborate with clients, significant support persons, community agencies and other members of the health care team.

Measure: Communicator (Student Clinical Self-Evaluation Form)

Course level Direct - Student Artifact

Details/Description:	Utilizes therapeutic communication skills in interacting with patient & families in gathering, recording & assessing patient information & delivery of care. Communicates effectively with people of diverse orientations. Communicates effectively with people with disabilities. Receives report at the beginning of the shift. Receives report for a transfer or new admission. Gives an accurate, concise and timely report to staff members and to on-coming shift. Demonstrates the correct use of each of the following formats for nursing documentation: Nursing Assessment Nursing Care Plan Nurses Progress Notes
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Flow Sheet
Graphic Sheet
Medication Sheet
Nursing Kardex
Discharge Teaching
Discharge Planning
Rounds/Discharge Summary
Other forms required by the hospital or clinic
Document completely, accurately, concisely
and factually avoiding legal problems –
including documenting in the Electronic
Health Record (EHR).

Success Criteria:

Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms).

First year students are expected to perform at 1-2 levels [75-85%]

Second year students are expected to perform at 2-3 levels (90-100%).

Rating Scale for Clinical Evaluation:

3-Knowledgeable/performs without or with minimal assistance

2-Performs with moderate to minimal assistance/needs review practice

1-Lack knowledge/unable to perform without assistance, requires review & practice

0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical)

No-No opportunity

**Implementation Plan
(timeline):**

End of semester

**Key/Responsible
Personnel:**

Rosa T. Aldan, Department Chair

Outcome: NU PLO 8

NU PLO 8: Continuously assess and evaluate own individual learning needs for advances and/or continuing education as part of professional/or continuing education, as accountable and responsible members of the nursing profession.

Measure: Member of Profession (Student Clinical Self-Evaluation Form)

Course level Direct - Student Artifact

Details/Description:

- a. Familiarizes self with job descriptions of team members; Assumes accountability, responsibility and authority for delegated task; Demonstrates problem solving skills; Demonstrates adaptability/flexibility; Consistently accepts responsibility and accountability for own actions; Demonstrates trustworthy behavior.
- b. Seeks additional learning experience beyond assigned patient care; Evaluates progress and shows plan for growth; Follows through on constructive suggestions related to patient care; Accepts criticism positively
- c. Participates in pre & post conferences and shares pertinent patient and staff experiences while maintaining confidentiality; works alongside a primary nurse of assigned patient(s); Relates appropriately with patient & family, other healthcare team members, students & instructors.

Success Criteria:

Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms). First year students are expected to perform at 1-2 levels [75-85%] and second year students are expected to perform at 2-3 levels (90-100%).

Rating Scale for Clinical Evaluation:

- 3-Knowledgeable/performs without or with minimal assistance
- 2-Performs with moderate to minimal assistance/needs review practice
- 1-Lack knowledge/unable to perform without assistance, requires review & practice
- 0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical)
- No-No opportunity

Implementation Plan (timeline):

End of semester

Key/Responsible Personnel:

Rosa T. Aldan, Department Chair

ASSESSMENT FINDINGS

Finding per Measure

Outcome Set 2 (2016-2017)

Outcome

Outcome: NU PLO 5

NU PLO 5: Demonstrate caring interventions that assist the client in meeting his/her needs, to promote, maintain and reduce health risks.

Measure: Safety (Student Clinical Self-Evaluation Form)

Course level Direct - Student Artifact

Details/Description:

- a. Observes and maintains universal precautions. Assesses and alters physical environment as needed to prevent injury (safety of patient, family and team members). Assesses and intervenes as needed to maintain patient's level of comfort.
- b. Safely administers medications, monitor IV's and treatment to all assigned patients. Demonstrates ability to care for patients with tubes and orthopedic devices.
- c. Assists with positioning, transfer and perform other skills as needed while maintaining safety on the patient. Recognizes own limitations and seeks assistance when necessary. Refrain from doing procedures that are beyond level of expertise and/or legal practice.

Success Criteria:

Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms).

First year students are expected to perform at 1-2 levels [75-85%]

Second year students are expected to perform at 2-3 levels (90-100%).

Rating Scale for Clinical Evaluation:

3-Knowledgeable/performs without or with minimal assistance

2-Performs with moderate to minimal assistance/needs review practice

1-Lack knowledge/unable to perform without assistance, requires review & practice

0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical)

No-No opportunity

Implementation Plan (timeline):

End of the semester

Key/Responsible Personnel:

Rosa T. Aldan, Department Chair

Findings for Safety (Student Clinical Self-Evaluation Form)

Summary of Findings:

For cycle 10 of Program Review, we looked at data coming from fall semester 2016 and spring semester 2017. The courses being evaluated for fall semester 2016 include NU 105 and NU 207 final clinical self-evaluation forms. The sections include: Section B – Safety; subsection a, b, c. Section D – Communicator; subsection a, b, c., and Section E – Member of Profession; subsection a, c, d.

The PLOs being evaluated in this cycle include: PLO 5, PLO 6, PLO 7, and PLO 8. See all the discussions below.

For PLO 5, Section B – Safety; subsection a, b, c:

Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students – Reviewed 32 final clinical self-evaluation forms x 3 (highest possible pts) = 76 points (total possible points). For subsection a: 1 students scored 1 ($1 \times 1 = 1$ pt), 30 students scored 2 ($30 \times 2 = 60$ pts), 1 student scored 3 ($1 \times 3 = 3$ pts), points totaling 64 points. Therefore, $64/76 = 84\%$. Threshold set: 75-85%. Percentage met: 84%. This is just 1% less of expected threshold for performance in this subsection under safety. First year nursing students need to be reminded that safety of patients, families and healthcare team members is critical. They need to work towards meeting 100% threshold by their second year of nursing training.

For subsection b, reviewed 32 final clinical self-evaluation forms, however 10 out of the 32 did not show performance of subsection b because students did not have an opportunity to administer medications (oral, topical, rectal, subcutaneous & intramuscular injections only). Only 22 will be included in the computation – $22 \times 3 = 66$ possible points. In this subsection b: 7 students scored 1 ($7 \times 1 = 7$ pts), and 15 students scored 2 ($15 \times 2 = 30$ pts), points totaling 37 points. Therefore, $37/66 = 56\%$. Threshold set: 75-85%. Percentage met: 56%. This is way below the set threshold and unacceptable. First year nursing students must practice, practice, and more practice with their medication administration skills in the skills lab to meet threshold set for first year nursing students.

For subsection c, reviewed 32 final clinical self-evaluation forms, however, 4 out of the 32 did not show performance of subsection c because students did not have an opportunity. Only 28 will be included in the computation – $28 \times 3 = 84$ total possible points.

In subsection c: 4 students scored 1 ($4 \times 1 = 4$ pts), 24 students scored 2 ($24 \times 2 = 48$ pts), and 1 student scored 3 ($1 \times 3 = 3$ pts), points totaling 55 points. Therefore, $55/84 = 65\%$. Threshold set: 75-85%. Percentage met: 65%. This is way below the set threshold and unacceptable. First year nursing students must practice, practice, and more practice with their basic nursing skills in the skills lab to meet threshold set for first year nursing students.

Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – Reviewed 34 final clinical self-evaluation forms x 3 (highest possible points) = 102 (total possible points). For subsection a: 7 students scored 2 ($7 \times 2 = 14$ pts), 27 students scored 3 ($27 \times 3 = 81$ pts), points totaling 95 points. Therefore, $95/102 = 93\%$. Threshold set: 90-100%. Percentage met: 93%. The second year nursing students, in their first semester of being second year, exceeded the threshold of acceptable and safe performance under this subsection. Great job!

For subsection b: Reviewed 34 final clinical self-evaluation forms and 1 out of the 34, student did not have an opportunity. Only 33 will be included in the computation – $33 \times 3 = 99$ total possible points. In this subsection b: 2 students scored 1 ($2 \times 1 = 2$ pts), 21 students scored 2 ($21 \times 2 = 42$ pts), 10 students scored 3

($10 \times 3 = 30$ pts), points totaling 74 points. Therefore, $74/99 = 75\%$. Threshold set: 90-100%. Percentage met: 75%. In this course, IV medication administration is being introduced for the first time, and this could be one reason in explaining students not meeting threshold.

For subsection c: Reviewed 34 final clinical self-evaluation forms $\times 3 = 102$ (total possible points). In this subsection c: 10 students scored 2 ($10 \times 2 = 20$ pts), 24 students scored 3 ($24 \times 3 = 72$ pts), points totaling 92 points. Therefore, $92/102 = 90\%$. Threshold set: 90-100%. Percentage met: 90%.

The percentage met is at the low end and students must be encouraged to keep practicing basic nursing skills in Skills Lab with their partners.

Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students – Section B, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 32×3 , total possible points = 96 points. $89/96 = 93\%$. Threshold set: 75-85%. Percentage met: 93%. Students exceeded threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms. Calculated only 31×3 , total possible points = 93 points. $73/93 = 78\%$. Threshold set: 75-85%. Percentage met: 78%. Students met the threshold. Great job! For subsection c: Reviewed 35 final clinical self-evaluation forms. Calculated only 30×3 , total possible points = 90 points. $80/90 = 89\%$. Threshold set: 75-85%. Percentage met: 89%. Students exceeded the threshold. Great job!

Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students

-Section B, subsection a: Reviewed 28 final clinical self-evaluation forms 28×3 , total possible points = 84 points. $65.5/84 = 78\%$. Threshold set: 75-85%. Percentage met: 78%. Great job! For subsection b: Reviewed 28 final clinical self-evaluation forms. Calculated only 13×3 , total possible points = 39 points. $27/39 = 69\%$. Threshold set: 75-85%. Percentage met: 69%. Students performed way below threshold. This is major deficiency. For subsection c: Reviewed 28 final clinical self-evaluation forms. Calculated only 24×3 , total possible points = 72 points. $53.5/72 = 74\%$. Threshold set: 75-85%. Percentage met: 74%. This is just 1% below threshold, but still a concern that must be addressed.

Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students

-Section B, subsection a: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $106/108 = 98\%$. Threshold set: 90-100%. Percentage met: 98%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $103/108 = 95\%$. Threshold set: 90-100%. Percentage met: 95%. Great job! For subsection c: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $108/108 = 100\%$. Threshold set: 90-100%. Percentage met: 100%. Excellent job!

Results :

Success Criteria Achievement: Met

Recommendations:

Department Chair will share results of PLO 5 review for NU 105 course for first year nursing students to faculty when return for fall 2017. Students are not meeting set threshold under Section B – safety; subsection a, b, & c. The biggest challenge for the department is not having a dedicated nursing faculty for skills lab to work with the first year nursing students in practicing, practicing, and more practicing in their basic nursing skills. Department Chair and two full-time nursing faculty are having to handle skills lab as needed on top of teaching lecture and supervising students in clinical. Passing the return demonstration of skills at minimum 75% is not enough for students to apply these skills in clinical. Frequent practice after return demonstration is a must and has to be taken upon by the student's initiatives to practice and bring their skills up to a comfortable and safe level of performance. Department Chair will seek feedback from faculty on how to best address the lack of students practicing on their skills in skills lab with assigned partner(s). Skills performance has to be up to set threshold for acceptable and safe care of patients.

Recruitment for a nursing faculty to handle skills lab and supervise students in clinical is ongoing.

Advertisement for vacant position has been placed on Higher Ed website and others by HR office. No applicants have responded yet to vacancy announcement to date.

Department Chair will share results of PLO 5 review for second year nursing students to faculty when return for fall 2017. Department Chair will seek feedback from faculty on how to best address below threshold performance of subsection b. In addition, discuss how to improve student performance for subsection c where students only met set threshold at a very minimum – low end of the set threshold and we must ensure that our students are performing and providing an acceptable and safe level of patient care.

Department Chair will share results of PLO 5 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.

In NU 107 course, the first year nursing students in their second semester of training met or exceeded the threshold. These showed students have improved in their performance for handling adult patients on medical/surgical inpatient units.

Department Chair will share results of PLO 5 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In NU 203 course, the first year nursing students still did a great job in meeting subsection a. However, great concern in subsection b for safe medication administration in Obstetric Unit at CHCC hospital. Department Chair needs to discuss with faculty what could be the problem here and how we can correct student performance in medication administration for this course level. In addition, subsection c also needs to be looked at. This is showing that students again have to practice, practice and more practice with their basic nursing skills in Skills Lab.

Department Chair will share results of PLO 5 for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In NU 212, the second year nursing students in their last medical-surgical nursing course met and exceeded threshold set for this section of safety. The students performed at acceptable and safe level of patient care.

Department Chair will share results of PLO 5 review for second year nursing students for spring 2017 to faculty when return for fall 2017.

Reflections/Notes: See recommendations above

These Findings are associated with the following Actions:

Recruitment for Nursing Faculty (Skills Lab)
(Operational Plan; Pilot Programs/Practice Assessment Cycle (2009, 2016))

Outcome: NU PLO 6

NU PLO 6: Lead and manage care for groups of clients to promote positive health outcomes.

Measure: Communicator (Student Clinical Self-Evaluation Form)
Course level Direct - Student Artifact

Details/Description:

Utilizes therapeutic communication skills in interacting with patient & families in gathering, recording & assessing patient information & delivery of care. Communicates effectively with people of diverse orientations. Communicates effectively with people with disabilities.

Receives report at the beginning of the shift. Receives report for a transfer or new admission. Gives an accurate, concise and timely report to staff members and to on-coming shift.

Demonstrates the correct use of each of the following formats for nursing documentation:

- Nursing Assessment
- Nursing Care Plan
- Nurses Progress Notes
- Flow Sheet
- Graphic Sheet
- Medication Sheet
- Nursing Kardex
- Discharge Teaching
- Discharge Planning
- Rounds/Discharge Summary
- Other forms required by the hospital or clinic

Document completely, accurately, concisely and factually avoiding legal problems – including documenting in the Electronic Health Record (EHR).

Success Criteria:

Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms).

First year students are expected to perform at 1-2 levels [75-85%]

Second year students are expected to perform at 2-3 levels (90-100%).

Rating Scale for Clinical Evaluation:

3-Knowledgeable/performs without or with minimal assistance

2-Performs with moderate to minimal assistance/needs review practice

1-Lack knowledge/unable to perform without assistance, requires review & practice

0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical)

No-No opportunity

Implementation Plan (timeline):

End of semester

Key/Responsible Personnel:

Rosa T. Aldan, Department Chair

Findings for Communicator (Student Clinical Self-Evaluation Form)

Summary of Findings:

Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students

-Section D, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 57/96=59%. Threshold set: 75-85%.

Percentage met: 59%. Students did not meet threshold, performance way below threshold. Major concern! Oral communication/expressing one-self to others need a lot of attention.

For subsection b: Reviewed 32 final clinical self-evaluation forms, but only 29 will be used in calculation – 29x3=87 points. 44/87=51%. Threshold set: 75-85%. Percentage met: 51%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s).

For subsection c & d: Reviewed 32 final clinical self-evaluation forms, but only

30 will be used in calculation – $30 \times 3 = 90$ points. $48/90 = 53\%$. Threshold set: 75-85%. Percentage met: 53%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students –

Section D, subsection a: Reviewed 34 final clinical self-evaluation forms, 34×3 , total possible points = 102 points. $76/102 = 75\%$. Threshold set: 90-100%.

Percentage met: 75%. Students did not meet threshold, performance way below threshold. Major concern with second year students! Oral communication/expressing one-self to others need a lot of attention.

For subsection b: Reviewed 34 final clinical self-evaluation forms – 34×3 , total possible points = 102 points. $81/102 = 79\%$. Threshold set: 90-100%. Percentage met: 79%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s).

For subsection c & d: Reviewed 34 final clinical self-evaluation forms – 34×3 , total possible points = 102 points. $82/102 = 80\%$. Threshold set: 90-100%. Percentage met: 80%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students

-Section D, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 31×3 , total possible points = 93 points. $76/93 = 82\%$. Threshold set: 75-85%. Percentage met: 82%. Students met threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms, but only 31 will be used in calculation – $31 \times 3 = 93$ points. $73/93 = 78\%$. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. Great job! For subsection c & d: Reviewed 35 final clinical self-evaluation forms, but only 32 will be used in calculation – $32 \times 3 = 96$ points. $72/96 = 75\%$. Threshold set: 75-85%. Percentage met: 75%. Students met threshold, but at the low end of threshold. Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students

- Section D, subsection a: Reviewed 28 final clinical self-evaluation forms. Calculated only 27×3 , total possible points = 81 points. $58/81 = 71\%$. Threshold set: 75-85%. Percentage met: 71%. Students did not meet threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – $24 \times 3 = 72$ points. $48/72 = 67\%$. Threshold set: 75-85%. Percentage met: 67%. Students did not meet threshold. For subsection c & d:

Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – $24 \times 3 = 72$ points. $47.5/72 = 66\%$. Threshold set: 75-85%. Percentage met: 66%. Students did not meet threshold. Students require review and a lot of practice in their oral, written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students

-Section D, subsection a: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $98/108 = 92\%$. Threshold set: 90-100%. Percentage met: 92%. Great job!

For subsection b: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $101/108 = 93\%$. Threshold set: 90-100%. Percentage met: 93%. Great job!

For subsection c & d: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $101/108 = 94\%$. Threshold set: 90-100%. Percentage met: 94%. Great job!

Great job!

Results :

Success Criteria Achievement: Met

Recommendations:

In NU 207, the second year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty in how to best address these major deficiencies. Again, communication skills in both oral and written forms are critical in nursing practice. These students are second year and will be graduating soon. Problem must be addressed.

In NU 105, the first year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty on how to best address these major deficiencies. Communication skills in both oral and written forms are critical in nursing practice.

Department Chair will share results of PLO 6 review for NU 105 course for first year nursing students for fall 2016 to faculty when return for fall 2017.

Department Chair will share results of PLO 6 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.

In NU 107 course, the first year nursing students in their second semester of training met the threshold for all four subsections. These showed students have improved in their performance in communicating with adult patients on medical/surgical inpatient units.

Department Chair will share results of PLO 6 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In NU 203 course, the first year nursing students did not meet the threshold for all four subsections. This is a great concern in student communication skills for this course, as they rotated through OB/Nursery, Pediatric and L&D units. Department Chair needs to discuss with faculty what could be the problem here and how we can correct student performance.

Department Chair will share results of PLO 6 review for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In NU 212, the second year nursing students in their last medical-surgical nursing course met threshold for all subsections under communication. However, we still need to continue to work closely with our graduating students to improve their communication skills and meet threshold at 100%.

Department Chair will share results of PLO 6 review for NU 212 course for second year nursing students for spring 2017 to faculty when return for fall 2017.

Reflections/Notes: See recommendations above.

These Findings are associated with the following Actions:

OFF-ISLAND Professional Development for Nursing Faculty
(Operational Plan; Pilot Programs/Practice Assessment Cycle (2009, 2016))

Outcome: NU PLO 7

NU PLO 7: Practice effective communication through the use of oral, written and technological skills to educate and collaborate with clients, significant support persons, community agencies and other members of the health care team.

Measure: Communicator (Student Clinical Self-Evaluation Form)

Course level Direct - Student Artifact

Details/Description:

Utilizes therapeutic communication skills in interacting with patient & families in gathering, recording & assessing patient information & delivery of care. Communicates effectively with people of diverse orientations. Communicates effectively with people with disabilities.

Receives report at the beginning of the shift. Receives report for a transfer or new admission. Gives an accurate, concise and timely report to staff members and to on-coming shift.

Demonstrates the correct use of each of the following formats for nursing documentation:

- Nursing Assessment
- Nursing Care Plan
- Nurses Progress Notes
- Flow Sheet
- Graphic Sheet
- Medication Sheet
- Nursing Kardex
- Discharge Teaching

Discharge Planning
Rounds/Discharge Summary
Other forms required by the hospital or clinic
Document completely, accurately, concisely
and factually avoiding legal problems –
including documenting in the Electronic
Health Record (EHR).

Success Criteria:

Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms).

First year students are expected to perform at 1-2 levels [75-85%]

Second year students are expected to perform at 2-3 levels (90-100%).

Rating Scale for Clinical Evaluation:

3-Knowledgeable/performs without or with minimal assistance

2-Performs with moderate to minimal assistance/needs review practice

1-Lack knowledge/unable to perform without assistance, requires review & practice

0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical)

No-No opportunity

**Implementation Plan
(timeline):**

End of semester

**Key/Responsible
Personnel:**

Rosa T. Aldan, Department Chair

Findings for Communicator (Student Clinical Self-Evaluation Form)

Summary of Findings:

Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students

-Section D, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 57/96=59%. Threshold set: 75-85%.

Percentage met: 59%. Students did not meet threshold, performance way below threshold. Major concern! Oral communication/expressing one-self to others need a lot of attention.

For subsection b: Reviewed 32 final clinical self-evaluation forms, but only 29 will be used in calculation – 29x3=87 points. 44/87=51%. Threshold set: 75-85%. Percentage met: 51%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to

receive report or give report about assigned patient(s).

For subsection c & d: Reviewed 32 final clinical self-evaluation forms, but only 30 will be used in calculation – $30 \times 3 = 90$ points. $48/90 = 53\%$. Threshold set: 75-85%. Percentage met: 53%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students –

Section D, subsection a: Reviewed 34 final clinical self-evaluation forms, 34×3 , total possible points = 102 points. $76/102 = 75\%$. Threshold set: 90-100%. Percentage met: 75%. Students did not meet threshold, performance way below threshold. Major concern with second year students! Oral communication/expressing one-self to others need a lot of attention.

For subsection b: Reviewed 34 final clinical self-evaluation forms – 34×3 , total possible points = 102 points. $81/102 = 79\%$. Threshold set: 90-100%. Percentage met: 79%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s).

For subsection c & d: Reviewed 34 final clinical self-evaluation forms – 34×3 , total possible points = 102 points. $82/102 = 80\%$. Threshold set: 90-100%. Percentage met: 80%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students

-Section D, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 31×3 , total possible points = 93 points. $76/93 = 82\%$. Threshold set: 75-85%. Percentage met: 82%. Students met threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms, but only 31 will be used in calculation – $31 \times 3 = 93$ points. $73/93 = 78\%$. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. Great job! For subsection c & d: Reviewed 35 final clinical self-evaluation forms, but only 32 will be used in calculation – $32 \times 3 = 96$ points. $72/96 = 75\%$. Threshold set: 75-85%. Percentage met: 75%. Students met threshold, but at the low end of threshold. Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students

- Section D, subsection a: Reviewed 28 final clinical self-evaluation forms. Calculated only 27×3 , total possible points = 81 points. $58/81 = 71\%$. Threshold

set: 75-85%. Percentage met: 71%. Students did not meet threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – $24 \times 3 = 72$ points. $48/72 = 67\%$. Threshold set: 75-85%. Percentage met: 67%. Students did not meet threshold. For subsection c & d: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – $24 \times 3 = 72$ points. $47.5/72 = 66\%$. Threshold set: 75-85%. Percentage met: 66%. Students did not meet threshold. Students require review and a lot of practice in their oral, written documentation for various hospital forms and documentation in the electronic health record (EHR).

Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students

-Section D, subsection a: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $98/108 = 92\%$. Threshold set: 90-100%. Percentage met: 92%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $101/108 = 93\%$. Threshold set: 90-100%. Percentage met: 93%. Great job! For subsection c & d: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $101/108 = 94\%$. Threshold set: 90-100%. Percentage met: 94%. Great job!

Results :

Success Criteria Achievement: Met

Recommendations:

In NU 105, the first year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty on how to best address these major deficiencies. Communication skills in both oral and written forms are critical in nursing practice.

Department Chair will share results of PLO 6 review for NU 105 course for first year nursing students for fall 2016 to faculty when return for fall 2017.

In NU 207, the second year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty in how to best address these major deficiencies. Again, communication skills in both oral and written forms are critical in nursing practice. These students are second year and will be graduating soon. Problem must be addressed.

Department Chair will share results of PLO 6 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.

In NU 107 course, the first year nursing students in their second semester of training met the threshold for all four subsections. These showed students have improved in their performance in communicating with adult patients on medical/surgical inpatient units.

Department Chair will share results of PLO 6 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In NU 203 course, the first year nursing students did not meet the threshold for all four subsections. This is a great concern in student communication skills for this course, as they rotated through OB/Nursery, Pediatric and L&D units. Department Chair needs to discuss with faculty what could be the problem here and how we can correct student performance.

Department Chair will share results of PLO 6 review for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In NU 212, the second year nursing students in their last medical-surgical nursing course met threshold for all subsections under communication. However, we still need to continue to work closely with our graduating students to improve their communication skills and meet threshold at 100%.

Department Chair will share results of PLO 6 review for NU 212 course for second year nursing students for spring 2017 to faculty when return for fall 2017.

Reflections/Notes: See recommendations above.

These Findings are associated with the following Actions:

OFF-ISLAND Professional Development for Nursing Faculty
(Operational Plan; Pilot Programs/Practice Assessment Cycle (2009, 2016))

Outcome: NU PLO 8

NU PLO 8: Continuously assess and evaluate own individual learning needs for advances and/or continuing education as part of professional/or continuing education, as accountable and responsible members of the nursing profession.

Measure: Member of Profession (Student Clinical Self-Evaluation Form)

Course level Direct - Student Artifact

Details/Description:

- a. Familiarizes self with job descriptions of team members; Assumes accountability, responsibility and authority for delegated task; Demonstrates problem solving skills; Demonstrates adaptability/flexibility; Consistently accepts responsibility and accountability for own actions; Demonstrates trustworthy behavior.
- b. Seeks additional learning experience beyond assigned patient care; Evaluates progress and shows plan for growth; Follows through on constructive suggestions related to patient care; Accepts criticism positively
- c. Participates in pre & post conferences and shares pertinent patient and staff experiences while maintaining confidentiality; works alongside a primary nurse of assigned patient(s); Relates appropriately with patient & family, other healthcare

	team members, students & instructors.
Success Criteria:	Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms). First year students are expected to perform at 1-2 levels [75-85%] and second year students are expected to perform at 2-3 levels (90-100%).
	Rating Scale for Clinical Evaluation: 3-Knowledgeable/performs without or with minimal assistance 2-Performs with moderate to minimal assistance/needs review practice 1-Lack knowledge/unable to perform without assistance, requires review & practice 0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical) No-No opportunity
Implementation Plan (timeline):	End of semester
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair

Findings for Member of Profession (Student Clinical Self-Evaluation Form)

Summary of Findings:	<p>Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students</p> <p>-Section E, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. $60.5/96=63\%$. Threshold set: 75-85%. Percentage met: 63%. Students did not meet threshold, performed way below threshold. Require students to continue learning and knowing all aspects about being in the nursing profession. For subsection b: Reviewed 32 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. $63/93=68\%$. Threshold set: 75-85%. Percentage met: 68%. Students did not meet threshold, performed way below threshold. Students need to take initiatives in learning beyond requirement or expectations to broaden their knowledge of becoming a member of the nursing profession. For subsection c: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. $59.5/96=62\%$. Threshold set: 75-85%. Percentage met: 62%. Students did not meet threshold, performed way below threshold. Students need to actively participate and be a team player. Nursing care cannot be done alone. Everyone involve in the care of patients must work as a team.</p> <p>Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students –</p> <p>-Section E, subsection a: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. $88/102=86\%$. Threshold set: 90-100%. Percentage met: 86%. Students did not meet threshold, performed a little below (less 4 points) the threshold. Still require knowing all about being in the nursing profession.</p>
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For subsection c: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. $90/102=88\%$. Threshold set: 90-100%. Percentage met: 88%. Students did not meet threshold, performed a little below (less 2 points) the threshold. Students need to take initiatives in learning beyond requirement or expectations. For subsection d: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. $90/102=88\%$. Threshold set: 90-100%. Percentage met: 88%. Students did not meet threshold, performed a little below (less 2 points) the threshold. Students need to actively participate and work as a team.

Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students

-Section E, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 32x3, total possible points = 96 points. $87/96=91\%$. Threshold set: 75-85%. Percentage met: 91%. Students exceeded the threshold. Excellent job! For subsection b: Reviewed 35 final clinical self-evaluation forms. Calculated only 32x3, total possible points = 96 points. $87/96=91\%$. Threshold set: 75-85%. Percentage met: 91%. Students exceeded the threshold. Excellent job! For subsection c: Reviewed 35 final clinical self-evaluation forms. Calculated only 33x3, total possible points = 99 points. $91/99=92\%$. Threshold set: 75-85%. Percentage met: 92%. Students exceeded the threshold. Excellent job!

Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students

-Section E, subsection a: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. $65.5/84=78\%$. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. $67.5/84=80\%$. Threshold set: 75-85%. Percentage met: 80%. Students met threshold. For subsection c: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. $63.5/84=76\%$. Threshold set: 75-85%. Percentage met: 76%. Students met threshold.

Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students

-Section E, subsection a: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. $108/108=100\%$. Threshold set: 90-100%. Percentage met: 100%. Students met threshold at the high end of the threshold. Excellent job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. $107/108=99\%$. Threshold set: 90-100%. Percentage met: 99%. Students met threshold at the high end of the threshold. Excellent job! For subsection c: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. $106/108=98\%$. Threshold set: 90-100%. Percentage met: 98%. Students met threshold at the high end of the threshold. Excellent job!

Results :

Success Criteria Achievement: Met

Recommendations:

Department Chair needs feedback from faculty on how to help students meet

threshold for all subsections indicated and be a better future member of the nursing profession.

Department Chair will share results of PLO 8 review for NU 105 course for first year nursing students for fall 2016 to faculty when return for fall 2017.

Department Chair will share results of PLO 8 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.

In this NU 107, students exceeded the threshold for all subsections. Excellent job! Department Chair needs feedback from faculty on what were done to help students performed so well.

Department Chair will share results of PLO 8 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In this NU 203, students met the threshold for all subsections. Great job! Department Chair needs feedback from faculty on what were done to help students meet the threshold.

Department Chair will share results of PLO 8 review for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.

In this NU 212, students met the threshold for all subsections very well. Subsection a – met at 100%, while subsection b & c, met at 98-99%. Awesome job by the second year nursing students and graduating class of 2017. Department Chair needs feedback from faculty on what were done to help students performed so well!

Department Chair will share results of PLO 8 review for NU 212 course for second year nursing students for spring 2017 to faculty when return for fall 2017.

Reflections/Notes: See recommendations above.

These Findings are associated with the following Actions:

OFF-ISLAND Professional Development for Nursing Faculty
(Operational Plan; Pilot Programs/Practice Assessment Cycle (2009, 2016))

Overall Recommendations

See recommendations in Assessment Plan.

Overall Reflection

See recommendations in Assessment Plan.

OPERATIONAL PLAN

Mission Statement

NMC Mission Statement: Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth. ESIP for the Nursing Department: The purpose of the Nursing Department is to advocate for locally educated and licensed nurses to work in the various health care provider agencies in the Commonwealth of the Northern Mariana Islands as well as in the Pacific region by providing career guidance, education and the nursing knowledge and skills necessary to be eligible to take the National Council Licensure Examination and become Registered Nurses in support of the Northern Marianas College mission.

Actions

Outcome Set 2 (2016-2017)

Outcome

Outcome: NU PLO 5

NU PLO 5: Demonstrate caring interventions that assist the client in meeting his/her needs, to promote, maintain and reduce health risks.

Action: Recruitment for Nursing Faculty (Skills Lab)

This Action is associated with the following Findings

Findings for Safety (Student Clinical Self-Evaluation Form)
(Means of Assessment & Criteria for Success and Assessment Findings; Pilot Programs/Practice Assessment Cycle (2009, 2016))

Summary of Findings:

For cycle 10 of Program Review, we looked at data coming from fall semester 2016 and spring semester 2017. The courses being evaluated for fall semester 2016 include NU 105 and NU 207 final clinical self-evaluation forms. The sections include: Section B – Safety; subsection a, b, c. Section D – Communicator; subsection a, b, c., and Section E – Member of Profession; subsection a, c, d. The PLOs being evaluated in this cycle include: PLO 5, PLO 6, PLO 7, and PLO 8. See all the discussions below. For PLO 5, Section B – Safety; subsection a, b, c: Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students – Reviewed 32 final clinical self-evaluation forms x 3 (highest possible pts) = 76 points (total possible points). For subsection a: 1 student scored 1 (1x1=1pt), 30 students scored 2 (30x2=60pts), 1 student scored 3 (1x3=3pts), points totaling 64 points. Therefore, 64/76=84%. Threshold set: 75-85%. Percentage met: 84%. This is just 1% less of expected threshold for performance in this subsection under safety. First year nursing students need to be reminded that safety of patients, families and healthcare team members is critical. They need to work towards meeting 100% threshold by their second year of nursing training. For subsection b, reviewed 32 final clinical self-evaluation forms, however 10 out of the 32 did not show performance of subsection b because students did not have an opportunity to administer medications (oral, topical, rectal, subcutaneous & intramuscular injections only). Only 22 will be included in the computation – 22 x 3 = 66 possible points. In this subsection b: 7 students scored 1 (7x1=7pts), and 15 students scored 2 (15x2=30pts), points totaling 37 points. Therefore, 37/66=56%. Threshold set: 75-85%. Percentage met: 56%. This is way below the set threshold and unacceptable. First year nursing students must practice, practice, and

more practice with their medication administration skills in the skills lab to meet threshold set for first year nursing students. For subsection c, reviewed 32 final clinical self-evaluation forms, however, 4 out of the 32 did not show performance of subsection c because students did not have an opportunity. Only 28 will be included in the computation – $28 \times 3 = 84$ total possible points. In subsection c: 4 students scored 1 ($4 \times 1 = 4$ pts), 24 students scored 2 ($24 \times 2 = 48$ pts), and 1 student scored 3 ($1 \times 3 = 3$ pts), points totaling 55 points. Therefore, $55/84 = 65\%$. Threshold set: 75-85%. Percentage met: 65%. This is way below the set threshold and unacceptable. First year nursing students must practice, practice, and more practice with their basic nursing skills in the skills lab to meet threshold set for first year nursing students. Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – Reviewed 34 final clinical self-evaluation forms x 3 (highest possible points) = 102 (total possible points). For subsection a: 7 students scored 2 ($7 \times 2 = 14$ pts), 27 students scored 3 ($27 \times 3 = 81$ pts), points totaling 95 points. Therefore, $95/102 = 93\%$. Threshold set: 90-100%. Percentage met: 93%. The second year nursing students, in their first semester of being second year, exceeded the threshold of acceptable and safe performance under this subsection. Great job! For subsection b: Reviewed 34 final clinical self-evaluation forms and 1 out of the 34, student did not have an opportunity. Only 33 will be included in the computation – $33 \times 3 = 99$ total possible points. In this subsection b: 2 students scored 1 ($2 \times 1 = 2$ pts), 21 students scored 2 ($21 \times 2 = 42$ pts), 10 students scored 3 ($10 \times 3 = 30$ pts), points totaling 74 points. Therefore, $74/99 = 75\%$. Threshold set: 90-100%. Percentage met: 75%. In this course, IV medication administration is being introduced for the first time, and this could be one reason in explaining students not meeting threshold. For subsection c: Reviewed 34 final clinical self-evaluation forms x 3 = 102 (total possible points). In this subsection c: 10 students scored 2 ($10 \times 2 = 20$ pts), 24 students scored 3 ($24 \times 3 = 72$ pts), points totaling 92 points. Therefore, $92/102 = 90\%$. Threshold set: 90-100%. Percentage met: 90%. The percentage met is at the low end and students must be encouraged to keep practicing basic nursing skills in Skills Lab with their partners. Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students – Section B, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 32×3 , total possible points = 96 points. $89/96 = 93\%$. Threshold set: 75-85%. Percentage met: 93%. Students exceeded threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms. Calculated only 31×3 , total possible points = 93 points. $73/93 = 78\%$. Threshold set: 75-85%. Percentage met: 78%. Students met the threshold. Great job! For subsection c: Reviewed 35 final clinical self-evaluation forms. Calculated only 30×3 , total possible points = 90 points. $80/90 = 89\%$. Threshold set: 75-85%. Percentage met: 89%. Students exceeded the threshold. Great job! Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students -Section B, subsection a: Reviewed 28 final clinical self-evaluation forms 28×3 , total possible points = 84 points. $65.5/84 = 78\%$. Threshold set: 75-85%. Percentage met: 78%. Great job! For subsection b: Reviewed 28 final clinical self-evaluation forms. Calculated only 13×3 , total possible points = 39 points. $27/39 = 69\%$. Threshold set: 75-85%. Percentage met: 69%. Students performed way below threshold. This is major deficiency. For subsection c: Reviewed 28 final clinical self-evaluation forms. Calculated only 24×3 , total possible points = 72 points. $53.5/72 = 74\%$. Threshold set: 75-85%. Percentage met: 74%. This is just 1% below threshold, but still a concern that must be addressed. Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students -Section B, subsection a: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $106/108 = 98\%$. Threshold set: 90-100%. Percentage met: 98%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $103/108 = 95\%$. Threshold set: 90-100%. Percentage met: 95%. Great job! For subsection c: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $108/108 = 100\%$. Threshold set: 90-100%. Percentage met: 100%. Excellent job!

Action details:

Recruitment for a nursing faculty to handle skills lab and supervise students in clinical is ongoing.
Advertisement for vacant position has been placed on Higher Ed website and others by HR office. No applicants have responded yet to vacancy announcement to date.

Implementation Plan (timeline):

Ongoing recruitment.

Key/Responsible

Rosa T. Aldan, Department Chair

Personnel:

Measures: Working with Human Resources Offices for Vacancy Announcement and Recruitment Process.

Budget approval required? (describe): Yes. Included under Personnel.

Budget request amount: \$10,000.00

Priority: High

Outcome: NU PLO 6

NU PLO 6: Lead and manage care for groups of clients to promote positive health outcomes.

Action: OFF-ISLAND Professional Development for Nursing Faculty

This Action is associated with the following Findings

Findings for Communicator (Student Clinical Self-Evaluation Form)
(Means of Assessment & Criteria for Success and Assessment Findings; Pilot Programs/Practice Assessment Cycle (2009, 2016))

Summary of Findings:

Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students -Section D, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 57/96=59%. Threshold set: 75-85%. Percentage met: 59%. Students did not meet threshold, performance way below threshold. Major concern! Oral communication/expressing one-self to others need a lot of attention. For subsection b: Reviewed 32 final clinical self-evaluation forms, but only 29 will be used in calculation – 29x3=87 points. 44/87=51%. Threshold set: 75-85%. Percentage met: 51%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s). For subsection c & d: Reviewed 32 final clinical self-evaluation forms, but only 30 will be used in calculation – 30x3=90 points. 48/90=53%. Threshold set: 75-85%. Percentage met: 53%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – Section D, subsection a: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. 76/102=75%. Threshold set: 90-100%. Percentage met: 75%. Students did not meet threshold, performance way below threshold. Major concern with second year students! Oral communication/expressing one-self to others need a lot of attention. For subsection b: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 81/102=79%. Threshold set: 90-100%. Percentage met: 79%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s). For subsection c & d: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 82/102=80%. Threshold set: 90-100%. Percentage met: 80%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students -Section D, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. 76/93=82%. Threshold set: 75-85%. Percentage met: 82%. Students met threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms, but only 31 will be used in calculation – 31x3=93 points. 73/93=78%. Threshold set: 75-85%. Percentage met: 78%. Students met threshold.

Great job! For subsection c & d: Reviewed 35 final clinical self-evaluation forms, but only 32 will be used in calculation – $32 \times 3 = 96$ points. $72/96 = 75\%$. Threshold set: 75-85%. Percentage met: 75%. Students met threshold, but at the low end of threshold. Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students - Section D, subsection a: Reviewed 28 final clinical self-evaluation forms. Calculated only 27×3 , total possible points = 81 points. $58/81 = 71\%$. Threshold set: 75-85%. Percentage met: 71%. Students did not meet threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – $24 \times 3 = 72$ points. $48/72 = 67\%$. Threshold set: 75-85%. Percentage met: 67%. Students did not meet threshold. For subsection c & d: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – $24 \times 3 = 72$ points. $47.5/72 = 66\%$. Threshold set: 75-85%. Percentage met: 66%. Students did not meet threshold. Students require review and a lot of practice in their oral, written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students -Section D, subsection a: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $98/108 = 92\%$. Threshold set: 90-100%. Percentage met: 92%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $101/108 = 93\%$. Threshold set: 90-100%. Percentage met: 93%. Great job! For subsection c & d: Reviewed 36 final clinical self-evaluation forms, 36×3 , total possible points = 108 points. $101/108 = 94\%$. Threshold set: 90-100%. Percentage met: 94%. Great job!

Action details:	Send nursing faculty to professional development seminars off-island: <ul style="list-style-type: none"> - Kaplan Nursing, Inc. - American Pacific Nursing Leaders Council (APNLC) Conference - National Council State Boards of Nursing (NCSBN) Annual Conference - National League of Nursing (NLN) for Nursing Program Accreditation
Implementation Plan (timeline):	Ongoing.
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair
Measures:	Approved annual Fiscal Year Budget for Travel to attend Nursing professional development conferences.
Budget approval required? (describe):	Yes.
Budget request amount:	\$25,000.00
Priority:	High

Outcome: NU PLO 7

NU PLO 7: Practice effective communication through the use of oral, written and technological skills to educate and collaborate with clients, significant support persons, community agencies and other members of the health care team.

Action: OFF-ISLAND Professional Development for Nursing Faculty

This Action is associated with the following Findings

Findings for Communicator (Student Clinical Self-Evaluation Form)
(Means of Assessment & Criteria for Success and Assessment Findings; Pilot Programs/Practice Assessment

Cycle (2009, 2016))

Summary of Findings:

Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students -Section D, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 57/96=59%. Threshold set: 75-85%. Percentage met: 59%. Students did not meet threshold, performance way below threshold. Major concern! Oral communication/expressing one-self to others need a lot of attention. For subsection b: Reviewed 32 final clinical self-evaluation forms, but only 29 will be used in calculation – 29x3=87 points. 44/87=51%. Threshold set: 75-85%. Percentage met: 51%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s). For subsection c & d: Reviewed 32 final clinical self-evaluation forms, but only 30 will be used in calculation – 30x3=90 points. 48/90=53%. Threshold set: 75-85%. Percentage met: 53%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – Section D, subsection a: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. 76/102=75%. Threshold set: 90-100%. Percentage met: 75%. Students did not meet threshold, performance way below threshold. Major concern with second year students! Oral communication/expressing one-self to others need a lot of attention. For subsection b: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 81/102=79%. Threshold set: 90-100%. Percentage met: 79%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s). For subsection c & d: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 82/102=80%. Threshold set: 90-100%. Percentage met: 80%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students -Section D, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. 76/93=82%. Threshold set: 75-85%. Percentage met: 82%. Students met threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms, but only 31 will be used in calculation – 31x3=93 points. 73/93=78%. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. Great job! For subsection c & d: Reviewed 35 final clinical self-evaluation forms, but only 32 will be used in calculation – 32x3=96 points. 72/96=75%. Threshold set: 75-85%. Percentage met: 75%. Students met threshold, but at the low end of threshold. Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students - Section D, subsection a: Reviewed 28 final clinical self-evaluation forms. Calculated only 27x3, total possible points = 81 points. 58/81=71%. Threshold set: 75-85%. Percentage met: 71%. Students did not meet threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – 24x3=72 points. 48/72=67%. Threshold set: 75-85%. Percentage met: 67%. Students did not meet threshold. For subsection c & d: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – 24x3=72 points. 47.5/72=66%. Threshold set: 75-85%. Percentage met: 66%. Students did not meet threshold. Students require review and a lot of practice in their oral, written documentation for various hospital forms and documentation in the electronic health record (EHR). Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students -Section D, subsection a: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 98/108=92%. Threshold set: 90-100%. Percentage met: 92%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 101/108=93%. Threshold set: 90-100%. Percentage met: 93%. Great job! For subsection c & d: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 101/108=94%. Threshold set: 90-100%. Percentage met: 94%. Great job!

Action details:

Send nursing faculty to professional development seminars off-island:
- Kaplan Nursing, Inc.

- American Pacific Nursing Leaders Council (APNLC) Conference
- National Council State Boards of Nursing (NCSBN) Annual Conference
- National League of Nursing (NLN) for Nursing Program Accreditation

Implementation Plan (timeline):	Ongoing.
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair
Measures:	Approved annual Fiscal Year Budget for Travel to attend Nursing professional development conferences.
Budget approval required? (describe):	Yes.
Budget request amount:	\$25,000.00
Priority:	High

Outcome: NU PLO 8

NU PLO 8: Continuously assess and evaluate own individual learning needs for advances and/or continuing education as part of professional/or continuing education, as accountable and responsible members of the nursing profession.

Action: OFF-ISLAND Professional Development for Nursing Faculty

This Action is associated with the following Findings

Findings for Member of Profession (Student Clinical Self-Evaluation Form)
(Means of Assessment & Criteria for Success and Assessment Findings; Pilot Programs/Practice Assessment Cycle (2009, 2016))

Summary of Findings:

Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students -Section E, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. $60.5/96=63\%$. Threshold set: 75-85%. Percentage met: 63%. Students did not meet threshold, performed way below threshold. Require students to continue learning and knowing all aspects about being in the nursing profession. For subsection b: Reviewed 32 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. $63/93=68\%$. Threshold set: 75-85%. Percentage met: 68%. Students did not meet threshold, performed way below threshold. Students need to take initiatives in learning beyond requirement or expectations to broaden their knowledge of becoming a member of the nursing profession. For subsection c: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. $59.5/96=62\%$. Threshold set: 75-85%. Percentage met: 62%. Students did not meet threshold, performed way below threshold. Students need to actively participate and be a team player. Nursing care cannot be done alone. Everyone involve in the care of patients must work as a team. Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – -Section E, subsection a: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. $88/102=86\%$. Threshold set: 90-100%. Percentage met: 86%. Students did not meet threshold, performed a little below (less 4 points) the threshold. Still require knowing all about being in the nursing profession. For subsection c: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. $90/102=88\%$. Threshold set: 90-100%. Percentage met: 88%. Students did not meet threshold, performed a little below (less 2 points) the threshold. Students need to take initiatives in learning beyond requirement or expectations. For subsection d: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. $90/102=88\%$. Threshold set: 90-100%. Percentage met: 88%. Students did not meet threshold,

performed a little below (less 2 points) the threshold. Students need to actively participate and work as a team. Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students -Section E, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 32x3, total possible points = 96 points. 87/96=91%. Threshold set: 75-85%. Percentage met: 91%. Students exceeded the threshold. Excellent job! For subsection b: Reviewed 35 final clinical self-evaluation forms. Calculated only 32x3, total possible points = 96 points. 87/96=91%. Threshold set: 75-85%. Percentage met: 91%. Students exceeded the threshold. Excellent job! For subsection c: Reviewed 35 final clinical self-evaluation forms. Calculated only 33x3, total possible points = 99 points. 91/99=92%. Threshold set: 75-85%. Percentage met: 92%. Students exceeded the threshold. Excellent job! Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students -Section E, subsection a: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. 65.5/84=78%. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. 67.5/84=80%. Threshold set: 75-85%. Percentage met: 80%. Students met threshold. For subsection c: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. 63.5/84=76%. Threshold set: 75-85%. Percentage met: 76%. Students met threshold. Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students -Section E, subsection a: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 108/108=100%. Threshold set: 90-100%. Percentage met: 100%. Students met threshold at the high end of the threshold. Excellent job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 107/108=99%. Threshold set: 90-100%. Percentage met: 99%. Students met threshold at the high end of the threshold. Excellent job! For subsection c: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 106/108=98%. Threshold set: 90-100%. Percentage met: 98%. Students met threshold at the high end of the threshold. Excellent job!

Action details:	Send nursing faculty to professional development seminars off-island: - Kaplan Nursing, Inc. - American Pacific Nursing Leaders Council (APNLC) Conference - National Council State Boards of Nursing (NCSBN) Annual Conference - National League of Nursing (NLN) for Nursing Program Accreditation
Implementation Plan (timeline):	Ongoing.
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair
Measures:	Approved annual Fiscal Year Budget for Travel to attend Nursing professional development conferences.
Budget approval required? (describe):	Yes.
Budget request amount:	\$25,000.00
Priority:	High

STATUS REPORT (THIS SIMPLY STATES THE STATUS OF YOUR OPERATIONAL PLAN.)

Action Statuses

Outcome Set 2 (2016-2017)

Outcome

Outcome: NU PLO 5

NU PLO 5: Demonstrate caring interventions that assist the client in meeting his/her needs, to promote, maintain and reduce health risks.

Action: Recruitment for Nursing Faculty (Skills Lab)	
Action details:	Recruitment for a nursing faculty to handle skills lab and supervise students in clinical is ongoing. Advertisement for vacant position has been placed on Higher Ed website and others by HR office. No applicants have responded yet to vacancy announcement to date.
Implementation Plan (timeline):	Ongoing recruitment.
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair
Measures:	Working with Human Resources Offices for Vacancy Announcement and Recruitment Process.
Budget approval required? (describe):	Yes. Included under Personnel.
Budget request amount:	\$10,000.00
Priority:	High

Status for Recruitment for Nursing Faculty (Skills Lab)

No Status Added

Outcome: NU PLO 6

NU PLO 6: Lead and manage care for groups of clients to promote positive health outcomes.

Action: OFF-ISLAND Professional Development for Nursing Faculty	
Action details:	Send nursing faculty to professional development seminars off-island: - Kaplan Nursing, Inc. - American Pacific Nursing Leaders Council (APNLC) Conference - National Council State Boards of Nursing (NCSBN) Annual Conference - National League of Nursing (NLN) for Nursing Program Accreditation
Implementation Plan (timeline):	Ongoing.
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair
Measures:	Approved annual Fiscal Year Budget for Travel to attend Nursing professional development conferences.
Budget approval required? (describe):	Yes.
Budget request amount:	\$25,000.00

Priority: High

Status for OFF-ISLAND Professional Development for Nursing Faculty

No Status Added

Outcome: NU PLO 7

NU PLO 7: Practice effective communication through the use of oral, written and technological skills to educate and collaborate with clients, significant support persons, community agencies and other members of the health care team.

Action: OFF-ISLAND Professional Development for Nursing Faculty

Action details: Send nursing faculty to professional development seminars off-island:
- Kaplan Nursing, Inc.
- American Pacific Nursing Leaders Council (APNLC) Conference
- National Council State Boards of Nursing (NCSBN) Annual Conference
- National League of Nursing (NLN) for Nursing Program Accreditation

Implementation Plan (timeline): Ongoing.

Key/Responsible Personnel: Rosa T. Aldan, Department Chair

Measures: Approved annual Fiscal Year Budget for Travel to attend Nursing professional development conferences.

Budget approval required? (describe): Yes.

Budget request amount: \$25,000.00

Priority: High

Status for OFF-ISLAND Professional Development for Nursing Faculty

No Status Added

Outcome: NU PLO 8

NU PLO 8: Continuously assess and evaluate own individual learning needs for advances and/or continuing education as part of professional/or continuing education, as accountable and responsible members of the nursing profession.

Action: OFF-ISLAND Professional Development for Nursing Faculty

Action details: Send nursing faculty to professional development seminars off-island:
- Kaplan Nursing, Inc.
- American Pacific Nursing Leaders Council (APNLC) Conference
- National Council State Boards of Nursing (NCSBN) Annual Conference

	- National League of Nursing (NLN) for Nursing Program Accreditation
Implementation Plan (timeline):	Ongoing.
Key/Responsible Personnel:	Rosa T. Aldan, Department Chair
Measures:	Approved annual Fiscal Year Budget for Travel to attend Nursing professional development conferences.
Budget approval required? (describe):	Yes.
Budget request amount:	\$25,000.00
Priority:	High

Status for OFF-ISLAND Professional Development for Nursing Faculty

No Status Added

Status Summary

The Department was not able to hire any new nursing faculty to handle the Skills Lab. Department Chair has included professional development for nursing faculty in the Department's annual fiscal year budget submission, but was consistently denied.

Summary of Next Steps

Recruitment of nursing faculty will continue on an ongoing basis. Professional development for nursing faculty will continue to be included in the Department's annual fiscal year budget submission to BAFC.

2019-2020 Assessment Cycle

MEANS OF ASSESSMENT & CRITERIA FOR SUCCESS (ASSESSMENT PLAN OR COLUMN 3 OF THE 5-COLUMN MODEL)

Mission Statement

NMC Mission Statement: Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth. ESIP for the Nursing Department: The purpose of the Nursing Department is to advocate for locally educated and licensed nurses to work in the various health care provider agencies in the Commonwealth of the Northern Mariana Islands as well as in the Pacific region by providing career guidance, education and the nursing knowledge and skills necessary to be eligible to take the National Council Licensure Examination and become Registered Nurses in support of the Northern Marianas College mission.

Measures

Nursing Outcomes Set 1 (Fall 2019)

Outcome

Outcome: NU PLO 3

Apply critical and creative thinking to facilitate problem solving and decision making.

No measures specified

SUMMARY OF DATA COLLECTED AND USE OF RESULTS (ASSESSMENT FINDINGS OR COLUMNS 4 & 5 OF THE 5-COLUMN MODEL)

Finding per Measure

Nursing Outcomes Set 1 (Fall 2019)

Outcome

Outcome: NU PLO 3

Apply critical and creative thinking to facilitate problem solving and decision making.

No measures specified

Overall Recommendations

No text specified

Overall Reflection

No text specified

OPERATIONAL PLAN (THIS IS WHERE YOU CAN LINK AN OUTCOME TO AN ACTION PLAN WITH OR WITHOUT A SPECIAL BUDGET REQUEST.)

STATUS REPORT (THIS SIMPLY STATES THE STATUS OF YOUR OPERATIONAL PLAN.)

Appendix

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- A. **GELO 1 & 7 and Nursing PLOs Set AY 2020-21** (Curriculum Map)
 - B. **GELO 4 and Nursing PLO Set AY 2021-22** (Curriculum Map)
 - C. **GELO 6 and Nursing PLO Set AY 2022-23** (Curriculum Map)
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