

**Program Outcomes and End-of-Program Learning Outcomes
Maurine Church Coburn School of Nursing Monterey Peninsula College**

	Expected Level of Achievement	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Program Completion <i>(Reported every spring for the cohort scheduled upon admission to graduate that spring)</i>	85% of first semester students entering the program (fall) will graduate within 4 semesters (spring semester two years later); ≥ 75% of advanced placement students will graduate within 1-2 semesters according to their initial placement	30/33 (90.9%) <u>Advanced placement (LVN to RN) only:</u> N/A (no LVNs admitted due to space limitation)	32/34 (94%) <u>Advanced placement (LVN to RN) only:</u> 2/2 (100%)	32/34 (94%) <u>Advanced placement (LVN to RN) only:</u> 2/2 (100%)	30/33 (91%) <u>Advanced placement (LVN to RN) only:</u> 1/1 (100%)	30/32 (94%) <u>Advanced placement (LVN to RN) only:</u> N/A (no LVNs admitted)	27/33 (82%) <u>Advanced placement (LVN to RN) only:</u> N/A (no LVNs admitted)	32/39 (82%) without LVNs: 28/31 (90.3%) <u>Advanced placement (LVN to RN) only:</u> 4/7 (57%) *pilot - admitted 7 LVNs to 52B, 3 failed theory in 52B. 4 were successful
	Expected Level of Achievement	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
First time NCLEX-RN pass rate <i>(Source: Mountain Measurement NCLEX Program Reports)</i>	≥ 80% of students who take the NCLEX-RN exam will pass on the first attempt. If national pass rate <80%, rate will be at or above national rate.	Cohort= 30/30 (100%) BRN report of all testers July-June= 93.33% (State: 91%) (National: 85%)	Cohort= 32/32 (100%) BRN report of all testers July-June= 100% (State: 92%) (National: 86%)	Cohort= 31/31 (100%) <i>Note that one student was already an RN in the Mariana Islands; did not take NCLEX</i> (State: 92%) (National: 88%)	Cohort= 28/30 (93%) (State: 90%) (National: 85%)	Cohort= 29/30 (97%) BRN report of all testers July-June= 93.55% (29/31) due to tester from cohort in distant past (State: 90%) (National: 85%)	Cohort= 25/27 (93%) BRN report of all testers July-June= 93% (State: 83%) (National: 80%)	Cohort= 32-32 (100%)

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<p>Job placement rate <i>(reported by cohort at 9-12 months after graduation the previous year as listed)</i></p>	<p>The percentage of graduates who seek employment are working in a nursing related job within 6-12 months following graduation will be at or above the most current CINHC survey data (CA Institute for Nursing and Health Care), now known as <i>Health Impact</i> https://healthimpact.org/</p>	<p>29/30 as of April 2018=97% response rate</p> <p>100% of respondents are employed</p> <p>(above <i>Health Impact</i> data= 81.1% within 12 months of licensure)</p>	<p>28/32 as of April 2019=88% response rate</p> <p>100% of respondents are employed</p> <p>(above <i>Health Impact</i> data= 79.5% within 12 months of licensure)</p>	<p>28/32 as of April 2020 = 88% response rate</p> <p>96% of respondents are employed</p> <p>(above <i>Health Impact</i> data= 84.5% within 12 months of licensure)</p>	<p>25/28 as of April 2021 = 89% response rate</p> <p>89% of respondents are employed</p> <p>(above <i>Health Impact</i> data= 84.6% within 12 months of licensure) the 2019 <i>Health Impact</i> Annual Report is the most recent as of April 2021</p>	<p>26/30 as of May 2022 =87% response rate</p> <p>100% of respondents are employed</p> <p>(last available <i>Health Impact</i> data Sep. 2021: 81.5% of RNs reported being employed and working in their first registered nursing job within 12 months of licensure)</p>	<p>18/27 as of May 2023 = 66% response rate</p> <p>100% of respondents are employed as RN</p> <p>(last available <i>Health Impact</i> data Sep. 2021: 81.5% of RNs reported being employed and working in their first registered nursing job within 12 months of licensure)</p>	<p><i>data pending</i></p>

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NOTE: End-of-Program Student Learning Outcomes effective **for cohort entering fall 2019 (Class of 2021) - see previous PLO's in TPR 2022**

End-of-Program Student Learning Outcomes	Expected Level of Achievement	Cohort 2019-2021	Cohort 2020-2022	Cohort 2021-2023
<p>1. Safe and effective nursing care (provide safe and effective nursing care to patients in a variety of clinical settings).</p>	<p>Class average score ≥ 850 on client need category for Safe/Effective Care on the HESI RN exit exam</p> <p><u>Rationales:</u></p> <ul style="list-style-type: none"> • Recommended score by Elsevier that predicts NCLEX success for 95% of passers • Literature support for low-stakes standardized testing (Quinn, Smolinski, Peters, 2018: Elsevier White Paper Scientific, Evidence for HESI, 2018) • ATI results over-predicted MCCSN pass rates between 2009 and 2013 	<p><i>ELA achieved</i></p> <p>Class average score of 920 on “Safe and Effective Environment of Care”</p>	<p><i>ELA achieved</i></p> <p>Class average score of 883 on “Safe and Effective Environment of Care”</p>	<p><i>ELA achieved</i></p> <p>Class average score of 876 on “Safe and Effective Environment of Care”</p>
<p>2. Coordination of healthcare team (coordinate activities as a leader within the interdisciplinary healthcare team to advocate for patients and communities).</p>	<p>90% of students will achieve a grade of “S” (satisfactory) on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills)</p> <p><u>Rationale:</u> Performance-based criterion directly measures this outcome</p>	<p><i>ELA achieved</i></p> <p>30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills)</p>	<p><i>ELA achieved</i></p> <p>27/27 (100%) of students achieved a grade of “S” (satisfactory) on performance criteria #2b,c,d on the Preceptorship Evaluation Tool</p>	<p><i>ELA achieved</i></p> <p>_32/32 (100%) of students achieved a grade of “S” (satisfactory) on performance criteria #2b,c,d on the Preceptorship Evaluation Tool (teamwork and collaboration skills)</p>
<p>3. Patient-centered intervention (integrate concepts of growth and development to enhance</p>	<p>90% of students will achieve a grade of “S” (satisfactory) on performance criterion #1a on the Preceptorship Evaluation Tool (patient-centered care with respect for diverse human experience)</p>	<p><i>ELA achieved</i></p> <p>30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion</p>	<p><i>ELA achieved</i></p> <p>27/27 (100%) of students achieved a grade of “S” (satisfactory) on performance</p>	<p><i>ELA achieved</i></p> <p>32/32 (%) of students achieved a grade of “S” (satisfactory) on performance criterion #1a on the</p>

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<p>patient-centered care for diverse and dynamic patient populations).</p>	<p><i>Rationale: Performance- based criterion directly measures this outcome</i></p>	<p>#1a on the Preceptorship Evaluation Tool (patient-centered care with respect for diverse human experience)</p>	<p>criterion #1a on the Preceptorship Evaluation Tool (patient-centered care with respect for diverse human experience)</p>	<p>Preceptorship Evaluation Tool (patient-centered care with respect for diverse human experience)</p>
<p>4. Evidence based plan of care (formulate the plan of care to incorporate evidence-based practice).</p>	<p>Class average score of ≥ 850 on all areas related to client needs on the HESI RN Exit exam</p> <p>Class average score of ≥ 850 on QSEN category for EBP (includes QI) on the HESI RN exit exam</p> <p><i>Rationale: Literature support for low-stakes standardized testing (See Outcome #1)</i></p>	<p><i>ELA partially achieved:</i></p> <p>Class overall HESI average score = 889. 7/10 client need areas with average score >850.</p> <p>Areas with average score <850:</p> <ul style="list-style-type: none"> ● Health Promotion and Maintenance (836) ● Basic Care and Comfort (768) ● Reduction of Risk Potential (839) <p>Class average score of 890 on QSEN category for <i>EBP</i> and 926 for <i>QI</i></p>	<p><i>ELA partially achieved:</i></p> <p>Class overall HESI average score = 878. 7/10 client need areas with average score >850.</p> <p>Areas with average score <850:</p> <ul style="list-style-type: none"> ● Safety and Infection Control (799) ● Health Promotion and Maintenance (753) ● Physiological Adaptation (849) <p>Class average score of 889 on QSEN category for <i>EBP</i> and 915 for <i>QI</i></p>	<p><i>ELA partially achieved:</i></p> <p>Class overall HESI average score = 908 9/10 client need areas with average score >850.</p> <p>Area with average score <850:</p> <ul style="list-style-type: none"> ● Safety and Infection Control (833) <p>Class average score of 900 on QSEN category for <i>EBP</i> and 931 for <i>QI</i></p>

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<p>5. Communication, knowledge management, decision-making, error prevention (utilize technology to effectively communicate, manage knowledge, prevent errors and support decision making).</p>	<p><u>Communication</u>: 90% of students will achieve a grade of “S” (satisfactory) on performance criterion #2a on the Preceptorship Evaluation Tool (communication) and performance criterion #7 (documentation)</p> <p><i>Rationale: Performance- based criterion directly measures this outcome</i></p> <p><u>Manage knowledge</u>: Average score of ≥ 850 on AACN curriculum category for <i>Information Management/Patient Care technology</i> on HESI RN exit exam</p> <p><i>Rationale: Literature support for low-stakes standardized testing (See Outcome #1)</i></p> <p><u>Decision making and error prevention</u>: 90% of students will achieve a grade of “S” (satisfactory) on performance criterion #4 on the Preceptorship Evaluation Tool (strategies for decision-making and reduction of risk)</p> <p><i>Rationale: Performance- based criterion directly measures this outcome</i></p>	<p><i>ELA partially achieved</i></p> <p>30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #2a on the Preceptorship Evaluation Tool (communication) and performance criterion #7 (documentation)</p> <p>Average score of 847 on AACN curriculum category for <i>Information Management/Patient Care technology</i></p> <p>30/30 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #5 on the Preceptorship Evaluation Tool (risk reduction)</p>	<p><i>ELA achieved</i></p> <p>27/27 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #2a on the Preceptorship Evaluation Tool (communication) and performance criterion #7 (documentation)</p> <p>Average score of 957 on AACN curriculum category for <i>Information Management/Patient Care technology</i></p> <p>27/27= 100% of students achieved a grade of “S” (satisfactory) on performance criterion #5 on the Preceptorship Evaluation Tool (risk reduction)</p>	<p><i>ELA achieved</i></p> <p>32/32 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #2a on the Preceptorship Evaluation Tool (communication) and performance criterion #7 (documentation)</p> <p>Average score of 930 on AACN curriculum category for <i>Information Management/Patient Care technology</i></p> <p>32/32 (100%) of students achieved a grade of “S” (satisfactory) on performance criterion #5 on the Preceptorship Evaluation Tool (risk reduction)</p>
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SEP TABLE: Program Outcomes

Required Program Outcomes	Expected Level of Achievement	Cohort 2019-2021	Cohort 2020-2022	Cohort 2021-2023
<p>Performance on NCLEX</p> <p>Generic= Students who entered in the first semester AP= Advanced Placement Students (LVNs) who entered in the second or third semester</p>	<p>≥ 80% for all first-time test-takers, or ≥ state average (whichever is higher).</p> <p><i>Rationale: ACEN requires at least 80%; BRN sanctions at less than 75% for two consecutive years; MCCSN strives to meet/exceed national standards</i></p>	<p>29/30= 97%</p>	<p>25/27 = 93%</p>	<p>Data not yet available</p>
<p>Program Completion</p> <p>Generic= Students who entered in the first semester AP= Advanced Placement Students (LVNs) who entered in the second or third semester</p>	<p>≥ 85% of generic students admitted to the MCCSN will complete the nursing program within 4 semesters of full time study</p> <p>≥ 75% of advanced placement students admitted to the MCCSN will complete the nursing program within 2-3 semesters of full time study (i.e. on time with their cohort, depending on initial placement)</p> <p><i>Rationale: The MCCSN Steering Committee found (June 2013) that each seat in the nursing program costs at least \$27,000 per year in actual expense (annual budget divided by # of students). The industry partner desires high completion rates to justify investment. Advanced placement student numbers are low, making</i></p>	<p>30/32 = 94%</p> <p>N/A (No Advanced Placement students were admitted)</p>	<p>27/33= 82%</p> <p>N/A (No Advanced Placement students were admitted)</p>	<p>Not achieved</p> <p>32/39 = 82%</p> <p>Not achieved</p> <p>4/7 LVN students = 57%</p>

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	<p><i>the 85% ELA unreasonable. 75% is more attainable.</i></p>			
<p>Job Placement (Include results of Employer Satisfaction Survey)</p>	<ul style="list-style-type: none"> The percentage of graduates working in an RN position within 6-12 months following graduation will be at or above the most current Health Impact state survey employment data <i>Rationale: Job placement depends on a number of variables that are not always reflective of graduate preparation (e.g. economic conditions that influence job openings, specialty needs versus entry level needs, availability of new grad and residency programs, etc). MCCSN strives to meet or exceed state averages for new grad employment. New graduate surveys of 50% of the state's nursing graduates are available annually in California through Health Impact.</i> Goal for employer satisfaction is mean score of 4 out of 5 (Strongly Disagree to Strongly Agree) on Likert scale for all criteria, with special attention to "functions competently as a new graduate RN" <u>Criteria:</u> 	<p>100% (60% response rate). Health Impact data as of September 2021= 81%. <i>ELA achieved</i></p> <p>Average Score: 4.43 "Functions competently as a new graduate nurse"</p>	<p>100% (66% response rate). Health Impact data as of September 2021= 81%. <i>ELA achieved</i></p> <p>Average Score: 4.33 "Functions competently as a new graduate nurse"</p>	<p>Data pending</p>

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	<ol style="list-style-type: none"> 1. utilize the nursing process to effectively contribute to the multidisciplinary plan of care 2. demonstrate effective clinical judgment 3. collaborate effectively as a health care team member 4. provide safe patient-centered care 5. provide health teaching to patients 6. document patient care effectively 7. utilize evidence based best practices and patient/family preferences to deliver optimal care 8. use information technology to support decision making 9. comprehensively communicate hand-off reports for patient care 10. assume responsibility for own professional development 11. incorporate knowledge of diversity when caring for patients 		<ol style="list-style-type: none"> 1. 4.67 2. 4.56 3. 4.67 4. 4.56 5. 4.00 6. 4.00 7. 4.22 8. 4.22 9. 4.22 10. 4.33 11. 4.44 	
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	<p>12. advocate on behalf of patients</p> <p>13. demonstrate ethical-legal practice</p> <p>14. use data to monitor the outcomes of care and the safety healthcare system.</p> <p>15. Function competently as new graduate nurse</p> <p><i>Rationale: Employer feedback is essential to the robust evaluation of outcomes and helps to inform curriculum change. The statements above break down “End-of-Program Learning Outcomes” into “bite-sized” pieces in language that most employers would speak, yet still reflect the essentials of QSEN competencies and MCCSN program philosophy.</i></p>		<p>12. 4.44</p> <p>13. 4.33</p> <p>14. 4.00</p> <p>15. 4.33</p>	<p>*reword “data to monitor” use QI or NPSG? be specific</p>
<p>Other outcomes/goals: Continuing education</p>	<p>25% of the graduates will be enrolled in an RN-to-BSN (or other higher nursing degree) program within one year of graduation</p> <p><i>Rationale: Achievable goal to enhance the IOM (NAM) initiative to increase the number of BSN graduates. Consider raising this goal after Academic Progression component of the curriculum has been in place for 3 years (i.e. after Spring 2020).</i></p>	<p>13/17 respondents = 76% (13/30 class total=43%)</p>	<p>ELA achieved</p> <p>7/12 respondents = 60%</p>	

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