Edinboro University
Department of Nursing
Student Learning Outcome Assessment
Academic Year 2015-2016

Review of Results of Problem Identified in Spring 2015 Report:
In the spring of 2015, the report submitted discussed the Practicum Experience program that was started in the fall of 2013. Changes were implemented as discussed in that report, which were to increase the practicum time from 4 weeks to 7 weeks. The changes have met the goal that we had of providing the senior nursing student with an experience that would enhance the transition from student to professional RN.

- Will continue this program.
- Will continue to collect direct and indirect measurements of this program’s effectiveness.
- Will report any problems associated with the success of this program and action plan if warranted.

Problem Discussion with Actions and Results
Problem: NCLEX pass rate from 2013-2014 reporting period was 71.43%. This was a drop from the previous year 2012-2013 which was 87.30%. There are 2 undergraduate nursing programs that feed into this data; the traditional 4-year program and the non-traditional Innovative 3-semester program. The 2013-2014 pass rate for the Innovative students was 94%. That brought up the overall pass rate of the traditional program which was 62%. This is also significant as State Board of Nursing and CCNE require NCLEX pass rates of or above the benchmark of 80%. The program was then placed on provisional status.

Action: An NCLEX Success ad hoc committee was formed to explore the reasons for this drop in NCLEX success, as well as to suggest actions to increase success. First, data from different resources was collected. The following subcommittees were formed:
1. ATI and NCLEX performance
2. Testing rules and guidelines, Testing Anxiety
3. Faculty assignments and workload, Mentoring and Focused Groups
4. Review of Mountain Measurements Data – correlation with ATI performance and course performance

Below is a list of findings from the subcommittees as well as information already collected:
- ATI (Assessment Technologies Institute): Offered prediction data for high risk students that included:
  1. Each course has a proctored assessment. Students who failed 2 or more ATI proctored exams were more likely to be unsuccessful on NCLEX
2. Those scoring less than 84 percentile on the ATI Comprehensive Predictor
3. Poor performance on ATI Medical Surgical and Pharmacology proctored exams
4. Possible decreased student compliance with following recommendations for spending time to best assimilate content

- GPA
  1. Correlation of NCLEX failure and overall GPA, Nursing GPA
  2. Correlation of NCLEX failure and poor performance in Microbiology and Anatomy and Physiology II

- Admission Data
  1. Students were being admitted that fell below departmental required criteria for SAT (1,000) or ACT (21)

- Faculty Data
  1. The 2013-2014 AY nursing faculty composition changed to include a much higher number of new temporary faculty 10/23 or 43%. This was higher than ever noted in the Department of Nursing.
  2. This resulted in 50% of courses being taught by faculty who had not taught them before or recently.

- Senior Day Program
  • This is a day long program put together by the Department of Nursing faculty. During this program, topics covered include:
    - NCLEX application process
    - NCLEX test taking strategies
    - Panel discussions of expectations of nurse managers, and recent EU nursing graduates
  • This program was not offered in the 2013-2014 AY

**NCLEX Success Committee Short Term Action Plan**
(Aligns with the academic goals of EU)

1. **ATI:** The comprehensive exam had been administered in the spring for graduating seniors without individualized remediation or consequences. In 2014-2015 AY, this exam was offered twice; in early spring then again in week 14. Individualized Intervention was then implemented by One-on-One mentoring (see below).

2. **Reinstitution of Senior Day (3/5/2015):** The day included:
   • -NCLEX structure, process and blueprint with strategies for alternate format items
   • -NCLEX exam application process
   • -Test-taking anxiety recognition and strategies for success
   • -Panel discussion with nurse managers regarding expectations of the graduating nurse
- Panel discussion with recent EU graduates and their suggestions for NCLEX success
- One-on-One mentoring
- Relaxation techniques

3. **One-on-One Mentoring**: for all graduating seniors in the spring semester. Students were provided prediction information on a form which included:
   - GPA information as well as courses with low performance that indicate low success
   - ATI proctored exams as well as predictor exam results
   - Follow up on Hurst activities (see below)
   - Presence of test-taking anxiety
   - Students then scheduled meetings with their assigned mentors to look at areas of opportunity and to develop a plan of study and other activities as indicated by data.

4. **Hurst Review**: The Hurst Review company has a high rate of preparing nursing students to be successful on the NCLEX exam. A 3-day Hurst Review Course was offered to senior students in the spring of 2015. This program also includes a predictor exam and activities that can be utilized by the student long after the course.

5. **Faculty Development Opportunities**: These included information regarding:
   - NCLEX Blue Print
   - Alternate Format Items
   - Item writing
   - Hurst follow-up information

6. **Statements in Course Syllabi** were included that established requirements to hold students accountable for active participation in NCLEX success process.

7. **A Faculty Teaching Assignment Assessment** was conducted to ID faculty course strengths to best teach students to increase knowledge level and enhance NCLEX success.

8. **A Creation of Testing Policy** outlines construction of test blueprints consistent with NCLEX, as well as systematic review of exams prior to and after administration.

9. **ATI Comprehensive Predictor #2 Results**: Students completed a second Comprehensive Exam at week 14 of the spring semester, after interventions of Hurst Review, One-on-One Mentoring, along with some additional senior course work.
Results of Short Term Actions

Direct and Indirect measurement results:
1. Students completed a questionnaire regarding their satisfaction with the Senior Day experience. Results were unanimously positive.
2. Students completed a survey regarding their satisfaction with the 3-day Hurst Review program. It was attended by all students and results of the survey were unanimously positive.
3. Results of the 2nd Comprehensive Predictor:
   - Attempt at 1st Comprehensive Predictor: 62% of the class did not meet the 91% predictability benchmark
   - Attempt at 2nd Comprehensive Predictor: 7% of the class (3 students) did not meet the 91% benchmark, all but 1 student had improved scores, many of which improved significantly.
4. Most importantly, NCLEX results for the class of 2015:
   - From 74% in 2014 to 97% in 2015.
5. State Board of Nursing and CCNE provisional status lifted and the EU Department of Nursing program is back on Full Status.

Long Term Action Plan
1. Revise admission criteria
2. ID of high risk students
3. Revise ATI guidelines
4. Revise program progression policy
5. Revise the grading scale for nursing students
6. Create test guidelines for faculty
7. Revise faculty assignments/workload
8. Improve new faculty mentoring
9. Curriculum Revisions