



Implementing a Coaching Program for Licensure Test Success

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Background

A primary goal of the Bon Secours Memorial College of Nursing (BSMCON) BSN program is to provide excellence in education and maintain high first-time licensure exam pass rates. The program graduates a cohort every May and December.

Between 2018 and 2020, NCLEX pass rates were consistently high and ranged from 92%-98%.

- The fall semester 2021 pass rate dropped to 85%.
- Then, in the spring semester of 2022 the rate dropped to 84%. Clearly, an action plan was needed.

For the academic year 2022-2023, a coaching program was implemented for senior students identified as at risk of failing the licensure exam. Participation was voluntary but highly encouraged as an additional element in their required NCLEX review course.

Purpose

The main purpose of the coaching program was to increase pass rates for first time test takers on the NCLEX-RN licensure exam. This is crucial for programmatic outcomes and the nursing workforce. Research shows students actively engaged in a coaching program have higher rates of retention and success (Schlaret & Rubenstein, 2019). In a faculty coaching program, the therapeutic relationship between coach and student can increase self-confidence and decrease testing anxiety (Stucky & Wright, 2021). While there are many programs for postgraduate mentoring and NCLEX preparation, the benefit of the BSMCON faculty coaching program is to be proactive in setting up the students for NCLEX success before they graduate from the nursing program. At-risk students graduate with a plan of study and an ability to discern their learning gaps and preparation needs.

Methods

A thorough data analysis from previous cohorts was completed to investigate common academic elements of students who did not pass the licensure exam on the first time.

Data analyzed included:

- Failed and repeated courses
- Course grades
- Admission rubric scores
- Clinical placement for final practicum experience
- Assessment Technologies Institute (ATI) test scores

There were two common elements identified from the analysis:

- ATI Adult Medical Surgical exam scores of level 1 or below
- ATI Comprehensive Predictor scores less than 75% probability of passing on the first attempt of the ATI.

Students were identified based on these parameters and invited to the coaching program as an additional element of their required NCLEX review course in their final semester.

Elements Included in Coaching Meetings



Limitations

Data collection is limited since the coaching program has only been implemented for the past two semesters.

Implications for Practice

- Due to the program's success, the coaching is continuing for the academic year 2023-2024.
- For this academic year, a statement was added to the course syllabus outlining the expectation of student participation in coaching based on the first predictor results.
- A similar program is being implemented for the sophomore cohort to improve retention and progression rates following the success of this program.
- It is essential to be proactive with at-risk students. This program is initiated while still enrolled and at the end of their coursework.

Resources

Stuckey, L.C., & Wright, A. N. (2021). Preparing for NCLEX-RN success: Communication, support, mentoring, and tutoring for new BSN graduates. *Nursing Education Perspectives*, 42(2), 128-129.
<https://doi.org/10.1097/01.NEP.0000000000000583>

Schlaret, M. C., & Rubenstein, C. (2019). Senior NCLEX-RN coaching model: Development and implementation. *Nurse Educator*, 44(5), 250-254.
<https://doi.org/10.1097/NNE.0000000000000644>

Acknowledgements

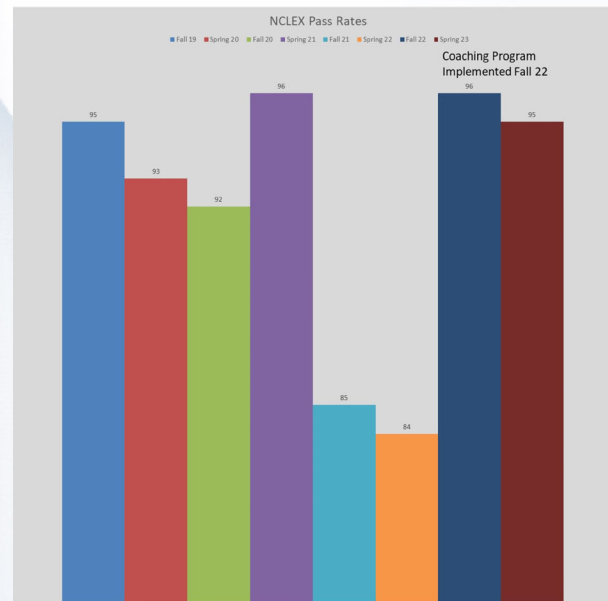
It is important to acknowledge that it takes the entire curriculum and faculty to prepare a student to pass NCLEX.

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Results



	Fall 22	Spring 23 (NGN NCLEX)	Fall 23 (Current)
Number of students in coaching program	26	18	7
Number of faculty with coaching assignments	4	2	2
Number of students in coaching group passing NCLEX	24	15	N/A

All students that did not pass NCLEX on the first attempt were part of the coaching program.