

Implementing a Coaching Program for Licensure Test Success

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Topic: Academic Nursing: Excellence & Innovation

Category: Quality Improvement/Evidence-Based Practice Project

Abstract

Background/Introduction

One goal of the pre-licensure BSN program is to provide excellence and maintain high first-time licensure exam pass rates. Pass rates for 2018-2020 ranged from 99%-92%. The fall semester 2021 pass rate dropped to 86%. In spring of 2022 the rate dropped to 84%. For academic year 2022-2023, a coaching program was implemented for senior students who were identified as at risk for failing the licensure exam.

Purpose

The purpose of the coaching program was to improve pass rates for first time test takers on the NCLEX-RN licensure exam. This is important for programmatic outcomes and the nursing workforce.

Methods or Processes/Procedures

A thorough data analysis from previous cohorts was completed to investigate common academic elements of students that 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, and ATI test scores. Two common elements were identified from those that failed the licensure exam on their first attempt. These elements were a level 1 or below on the Medsurg ATI exam and a score less than 75% on the first attempt of the ATI Comprehensive Predictor. Students were identified and invited to the coaching program. Students met with faculty coaches in biweekly meetings. Previous test results were analyzed for learning gaps. Students also received assignments based on the learning needs. Additionally, students received encouragement, test taking skills, help in understanding resources, and discussion of practice questions.

Results

Positive. The fall 22 cohort pass rate was 96%. The spring 23 cohort pass rate is currently 96%.

Limitations

Program has been in place for one academic year to analyze results.

Conclusions/Implications for Practice

The program will be continuing for academic year 2023-2024 due to the success. In addition, a similar program is being implemented for the sophomore cohort to improve progression rates.

Biography

Deanna Allison MSN, RN, CMSRN is a Clinical Associate Professor at Bon Secours Memorial College of Nursing. She has been an undergraduate faculty member for over ten years and a RN for thirty years. She has taught a variety of courses in the curriculum. Most currently she is teaching the nursing orientation course, NCLEX review, and vulnerable populations. Her philosophy of teaching is “student today, nurse tomorrow” reflecting how quickly the student moves through the process of reaching their goal of becoming a nurse. She values the student relationship and is always seeking to improve student-faculty communication and engagement.

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