



I CAN SEE CLEARLY NOW: WITH THE HELP OF A SEP

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INTRODUCTION & BACKGROUND



Murkiness of Nursing Program Assessment

- Associate Dean for Program Effectiveness
 - Responsible for program evaluation
 - Walking into dark waters
 - Few resources
 - Where to start?

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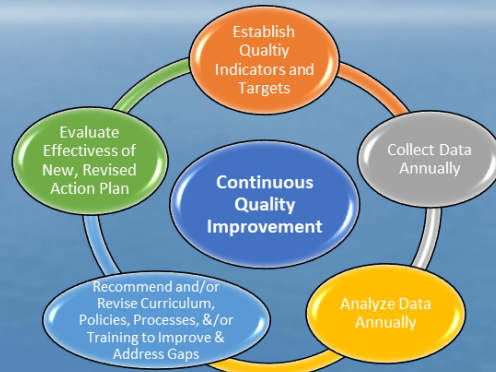
PURPOSE – THINK LIKE A NURSE!

- Project purpose
 - Develop systematic program evaluation plan (like Quality Improvement)
 - Meet fundamental concepts
 - Utility
 - Feasibility
 - Propriety
 - Accuracy
 - Evaluation accountability

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METHODS – HOW I DID IT

- Read Oermann's book
 - A systematic approach to assessment and evaluation of nursing programs.
- Reached out to colleagues
- Adopted a continuous quality improvement framework



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QUALITY INDICATORS AND TARGETS

- Internal Indicators
 - College & University
- External Indicators
 - Board of Nursing
 - CCNE (Accrediting agency)
- Overwhelming Data Points

BRN

- Rules and regulations
- Continuing approval visits

CCNE

- Standard IV A-I
- Self-study reports

College & University

- Student Learning Outcomes
- University Student Outcomes

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OVERWHELMED YET?



- I needed a plan...
 - Looked at the old plan
 - Educated myself
 - Reached out to colleagues
- Then I was blessed 😊
 - Stopped thinking vertically
 - Thank you, Mary Jo!

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RESULTS

- Formed a Nursing Assessment Committee
- Developed a Systematic Quality Improvement Plan (SQIP)
- Outlined all components
- Plan includes (Oermann, 2017):
 - Criterion
 - Method of assessment
 - Person or group responsible
 - Time frame
 - Expected level of achievement
 - Actual data collected
 - Actions taken

SQIP

Standard IV-B: Program completion rates demonstrate program effectiveness.
 The program (baccalaureate, master's, DNP, and/or post-graduate APRN certificate) demonstrates achievement of required program outcome regarding completion in any one of the following ways:

- **The completion rate for the most recent calendar year (January 1 through December 31; July 1 through June 30) is 70% or higher**
- The completion rate is 70% or higher over the three most recent calendar years
- The completion rate is 70% or higher for the most recent calendar year when excluding students who have identified factors such as family obligations, relocation, financial barriers, and decisions to change majors or to transfer to another institution of higher education
- **The completion rate is 70% or higher over the three most recent calendar years when excluding students who have identified factors such as family obligations, relocation, financial barriers, and decisions to change majors or to transfer to another institution of higher education**

Plan							Actual Data/Action Plan	
CCNE Component	BRN Component	Data Element	Data to collect	Person Responsible	Evaluation Frequency	Expected level of Achievement	Data Evaluation-Actual Outcome	Action Plan
IV-B-1 Completion rates for BSN students for most recent calendar year	BRN annual report data for completion rates	The % of BSN students who start the program and graduate w/150% of the 3-year program timeframe by cohort. Numerator: # of students graduated from the BSN program by cohort Denominator: # of students who entered the BSN program by cohort census date	Maintain tracking spreadsheet of all students entering the BSN program Analyze % of BSN students completing program by cohort	Data Analyst w/assist from support staff. Report to CON Assessment Committee	Reviewed and updated every spring for previous calendar year	≥ 70%	2020 = 99.4%; (160 of 162) *In-progress students are counted as on-time graduates unless outside the 150% benchmark *Completion rate = On-time Grads + In-progress / Program entrees - Excluded	Maintenance

OUTCOME

Limitations



Reporting actual data outcomes

Identified a few errors related to data elements



Action plan was to correct the discrepancy and revise the plan

Action Plan

- Report results at Program Review
- Send out results prior to meeting
- Full faculty assist with analysis
- Group discussions
- Develop action plan

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REFERENCES

1. Al-Alawi, R. & Alexander, G. (2020). Systematic review of program evaluation in baccalaureate nursing programs. *Journal of Professional Nursing*;36(4):236-244. doi: 10.1016
2. Health Information Technology Research Center (HITRC) (2013). Continuous Quality Improvement (CQI) Strategies to Optimize your Practice. National Learning Consortium. Retrieved from: https://www.healthit.gov/sites/default/files/tools/nlc_continuousqualityimprovementprimer.pdf
3. Oermann, M. (2017). A systematic approach to assessment and evaluation of nursing programs. Washington, DC: National League for Nursing.
4. Stanley, M. (2018). Systematic Evaluation Plan. School of Nursing, Stanislaus State, Unpublished.

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THANK YOU!



QUESTIONS???

