

## Expected and Actual Level of Achievement of Student Learning Outcomes

Required and Elective Outcomes Summary			
Required Outcomes	Expected Level of Achievement (Decision Rule for Action)	Actual Level of Achievement	Resulting Action Taken/To be Taken with Time Frame for Implementation
Critical Thinking	Passing grades on care plans and case studies Passing grade on exams Passing grade on Senior Project Pass ATI Comprehensive Predictor (BSN) Pass Graduate Writing Requirement Pass Comprehensive Exam (MSN) Pass Thesis/Project Graduates feel prepared Employers of graduates are satisfied	100% passing for all assignments with a grade of "C" or above  Overall, graduates feel prepared Overall, employers are satisfied	Students who pass assignments progress to next level and eventually graduate. Students who do not pass assignments are retained until ready for progression.
Communication Skills	Passing grade on course papers Passing grade on class presentations Graduates feel prepared Employers of graduates are satisfied	Overall, graduates feel prepared Overall, employers are satisfied 100% passing for all assignments with a grade of "C" or above Overall, graduates feel prepared Overall, employers are satisfied	Students who pass assignments progress to next level and eventually graduate.
Capacity for Therapeutic Nursing Interventions	Satisfactory evaluation of students' clinical performance Clinical site evaluations Passing grades on care plans Graduates feel prepared Employers of graduates are satisfied	All students received satisfactory evaluations on clinical performance Clinical sites are diverse and appropriate 100% passing grades on care plans Overall, graduates feel prepared Overall, employers are satisfied	Students who pass assignments progress to next level and eventually graduate.
Performance on NCLEX-RN® and Certifying Examinations	85-95% first-time passing rate 80-90% first-time passing rate	83-91% first-time passing rate 50-80% first-time passing rate	Students receive their RN license or Certification if they pass exams
Employment Rates	90-100% employment upon graduation	100% employment upon graduation	Not applicable
<b>Elective Outcomes</b>			
Employer satisfaction with graduate	Employers indicate satisfaction with BSN and MSN graduates	Overall, employers are satisfied with graduates	Review curriculum if unsatisfied Every third year
Graduation rates: BSN MSN	90-100% graduation 90-100% graduation	95-100% graduation 80-100% graduation	Review curriculum if more than 90% of students are not graduating

## Congruity among Mission, Philosophy, Goals, and Student Learning Outcomes of the Bachelor of Science in Nursing Program

Mission	Philosophy	Goals	Student Learning Outcomes
<p>"The mission of the Department of Nursing is to offer quality nursing education to undergraduate and graduate nursing students that prepares nurses with clinical decision-making skills based on theory and research." (General Catalog, p. 342)</p> <p>"The scope of nursing practice is changing significantly. The professional nurse uses theory and research-based knowledge to provide direct and indirect care to individuals, families, groups, and communities." (General Catalog, p. 342)</p>	<p>"The Department of Nursing philosophy ... is an expression of the commitment to excellence in professional education in meeting the health needs of the community." (Student Handbook, Baccalaureate, p. 8)</p> <p>"Faculty are responsible for the preparation of professional nurses who can assume current nursing roles and adapt to future health needs and evolving health care requirements." (Student Handbook, Baccalaureate, p. 8)</p> <p>"Professional nursing education requires a flexible curriculum that emphasizes a total person approach and is based on evolving nursing theory and knowledge from the sciences and other related disciplines." (Student Handbook, Baccalaureate, pp. 8-9)</p>	<p>1. The program provides the learner with a broad-based knowledge from the arts, natural and social sciences, and humanities to develop a foundation for nursing practice.</p>	<p>Students will attain a broad knowledge from the arts, natural and social sciences, and humanities by completing the prerequisite and additional course requirements.</p>

Mission	Philosophy	Goals	Student Learning Outcomes
<p>"The mission of the Department of Nursing is to offer quality nursing education to undergraduate and graduate nursing students that prepares nurses with clinical decision-making skills based on theory and research." (General Catalog, p. 342)</p>	<p>"The philosophy of the department is actualized through application of the Neuman Health Care Systems Model. Nursing is advancing into a new era of expanding roles, responsibilities and functions in primary, secondary, and tertiary preventions." (Student Handbook, Baccalaureate, p. 8)</p>	<p>2. The program provides the learner with knowledge of theories and practices of nursing based on professional values of care within the Neuman Health Care Systems Model framework.</p>	<p>Students will demonstrate the attainment of knowledge, skills, and abilities in nursing core courses in order to serve individual, family, and community needs.</p>
<p>"Nursing is directed toward reducing stress factors that influence or could influence the attainment of an optimum level of wellness by an individual, family, or community. This goal is achieved through the nursing process, a systematic, problem-solving technique used for implementing dependent, independent, and interdependent nursing actions. This process consists of assessing the person's actual and/or potential health problems, constructing a diagnostic statement, formulating goals and objectives with expected outcomes, implementing therapeutic interventions, and evaluating the effectiveness of these interventions/preventions." (Student Handbook, Baccalaureate, p. 8)</p>	<p>3. The program provides the learner with competencies of critical thinking, communication, assessment, and technical skills in the delivery of nursing care.</p>	<p>Students will demonstrate attainment of core competencies by passing the National Licensing Examination (NCLEX-RN) at or above the national norm for nursing graduates.</p>	

Mission	Philosophy	Goals	Student Learning Outcomes
<p>"As life-long learners graduates are prepared to deliver quality health care with increasingly diverse populations across environments." (General Catalog, p. 342)</p>	<p>"The faculty recognize the unique diversity of the Central Valley including cultural and ethnic backgrounds, language, beliefs and values, learning styles, and support systems. This diversity is viewed as an asset that is incorporated into curriculum development, implementation, and evaluation." (Student Handbook, Baccalaureate, p. 9)</p>	<p>4. The program provides the learner with opportunities to utilize the nursing process with individuals, families, groups, communities, and populations across a variety of settings.</p>	<p>Students will demonstrate professional values as evidenced by ratings of satisfactory or outstanding in the clinical evaluations.</p>
<p>"The scope of nursing practice is changing significantly. The professional nurse uses theory and research-based knowledge to provide direct and indirect care to individuals, families, groups, and communities." (General Catalog, p. 342)</p>	<p>"Learning is viewed as a life-long process involving the continuing development of personal, intellectual, and professional growth." (Student Handbook, Baccalaureate, p. 9)</p>		
	<p>"Nursing is directed toward reducing stress factors that influence or could influence the attainment of an optimum level of wellness by an individual, family, or community. This goal is achieved through the nursing process, a systematic, problem-solving technique used for implementing dependent, independent, and interdependent nursing actions." (Student Handbook, Baccalaureate, p. 8)</p>		

Mission	Philosophy	Goals	Student Learning Outcomes
<p>"In the role as designer, manager, and coordinator of care, nurses collaborate with patients and interdisciplinary care teams." (General Catalog, p. 342)</p>	<p>"Faculty are responsible for the preparation of professional nurses who can assume current nursing roles and adapt to future health needs and evolving health care requirements." (Student Handbook, Baccalaureate, p. 8)</p>	<p>5. The program provides the learner with knowledge and experiences that foster and develop leadership qualities, support collaborative practice, and encourage professional role development.</p>	<p>Students will demonstrate professional role development as care providers, designers, managers, and coordinators of care by attaining satisfactory or outstanding ratings in the clinical evaluations.</p>
<p>"Graduates will lead, supervise, delegate, manage, and evaluate care outcomes, as well as demonstrate the ability to act as consumer advocates in promoting wellness and facilitating change." (General Catalog, p. 342)</p>	<p>"The faculty believe that well developed leadership abilities are essential in professional practice." (Student Handbook, Baccalaureate, p. 9)</p>		
	<p>"As scholars, nurses, and citizens, faculty accept the responsibility for the development of the profession and improvement of health care through continuing practice, study, and research." (Student Handbook, Baccalaureate, p. 9)</p>		
	<p>"... faculty serve as role models and valuable resources in facilitating the advancement of nursing practice through leadership, research, and scientific inquiry. ... The learner is expected to exhibit self-direction, and a sense of responsibility and accountability in mastery of knowledge and skills consistent with professional practice." (Student Handbook, Baccalaureate, p. 9)</p>		

## Congruity among Mission, Philosophy, Goals, and Student Learning Outcomes in Nursing Program

Mission	Philosophy	Goals	Student Learning Outcomes
<p>"The mission of the Department of Nursing is to offer quality nursing education to undergraduate and graduate nursing students that prepares nurses with clinical decision-making skills based on theory and research. As life-long learners graduates are prepared to deliver quality health care with increasingly diverse populations across environments. Graduates will lead, supervise, delegate, manage, evaluate care outcomes, and demonstrate the ability to act as consumer advocates in promoting wellness and facilitating change." (General Catalog, p. 342)</p>	<p>"The Department of Nursing philosophy ... is an expression of the commitment to excellence in professional education in meeting the health needs of the community." (Graduate Student Handbook, p. 2)</p>	<p>1. Program graduates will be able to analyze nursing phenomena through the implementation of the research process and the application of conceptual models of nursing (systematic inquiry).</p>	<p>Completion of graduate nursing core requirements</p>
<p>"The scope of nursing practice is changing significantly. The professional nurse uses theory and research-based knowledge to provide direct and indirect care to individuals, families, groups, and communities." (General Catalog, p. 342)</p>	<p>"The philosophy of the department is actualized through application of the Neuman Health Care Systems Model. Nursing is advancing into a new era of expanding roles, responsibilities and functions in primary, secondary, and tertiary preventions." (Graduate Student Handbook, p. 2)</p>	<p>2. Program graduates will be able to demonstrate the application of advanced nursing practice concepts with individual, family, and community systems through implementation of the Neuman Health Care Systems Model (advanced practice).</p>	<p>Attainment of knowledge, skills, and abilities in advanced practice nursing core courses in order to serve individual, family, and community needs</p>

Mission	Philosophy	Goals	Student Learning Outcomes
<p>"Additionally, the department seeks to establish an academic foundation for Advanced Practice Nursing and Doctoral preparation." (Graduate Student Handbook, p. 1)</p>	<p>"The purpose of the Master of Science in Nursing program is to prepare nurses for advanced practice in the functional roles of primary care nurse practitioner, clinical nurse specialist, and nurse educator." (Graduate Student Handbook, p. 1)</p>	<p>3. Program graduates will be able to contribute to the advancement of nursing practice and research through analysis, synthesis, application, and extension of nursing conceptual models (systematic inquiry, advanced practice).</p>	<p>Attainment of knowledge, skills, and abilities in a clinical specialty area of practice</p>
<p>"Graduates will lead, supervise, delegate, manage, evaluate care outcomes, and demonstrate the ability to act as consumer advocates in promoting wellness and facilitating change." (General Catalog, p. 342)</p>	<p>"The program provides a foundation for doctoral study in nursing." (Graduate Student Handbook, p. 1)</p> <p>"The faculty believe that well developed leadership abilities are essential in professional practice. Nurses need to seek improved ways of service to clients through research and effective dissemination of knowledge." (Graduate Student Handbook, p. 3)</p>	<p>4. Program graduates will be able to advance professional role performance by implementing concepts of collaboration, consultancy, teaching, leadership, and research in advanced nursing practice (social organization).</p>	<p>Attainment of objectives for clinical and functional role courses</p>
<p>"Inherent in the teaching-learning process is the reciprocal responsibility of faculty and students in influencing the process of learning outcomes. In this relationship, faculty serve as role models and valuable resources in facilitating the advancement of nursing practice through leadership, research, and scientific inquiry." (Graduate Student Handbook, p. 3)</p>			