



**SCHOOL OF NURSING &
ALLIED HEALTH PROFESSIONS**
KOKOMO



**2021 BSN Program Assessment Report
Product of the SON Evaluation Committee**

ASSESSMENT REPORT: BSN PROGRAM

The following report contains a summary of assessment data and recommendations.

TABLE OF CONTENTS

Assessment Report..... 1

The Assessment Plan..... 1

Portfolio for Evaluation.....Error! Bookmark not defined.

2021 Results..... 5

Executive Summary of Program Student Learning Outcomes 26

Dissemination of Results 27

**Assessment Report: Baccalaureate of Science in Nursing
Jan. 2021 – Dec. 2021
Brief Summary of the Assessment Plan for the BSN**

Introduction

This summary provides an abbreviated overview of the BSN program assessment plan. This report attempts to focus the reader on aspects of evaluation throughout all BSN tracks. Two tracks are available to students in the Bachelor of Science in Nursing (BSN) Program. The Pre-licensure track is for the pre-licensure nursing student, while the RN to BSN track is for the already registered nurse pursuing a Bachelor of Science in Nursing degree. The RN to BSN track is offered as a hybrid or an online track. The following report looks in depth at each track.

Instructor Level of Course Assessment

All courses are organized in a structure that includes the following in every syllabus:

IUK BSN: OUTCOMES & Senior Level Competencies that Apply Directly	Course Objectives	Learning activities	Methods of Evaluation
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Faculty must articulate the course objectives as they relate to the 2008 *BSN Essentials* Outcomes discussed later, what learning activities will occur to meet the objectives, and finally how will they evaluate learning. Students receive the syllabus on or before the first day of class and are aware of what they are to learn, activities that the instructor will plan and provide, and the method in which he/she will evaluate their learning.

The Assessment Plan for BSN Program Overview

In the profession of nursing, guidelines for program goals and core competencies have been published by the American Association of Colleges of Nursing (*Essentials of Baccalaureate Education for Professional Nursing Practice, 2008*). The accrediting agency for the IU Kokomo School of Nursing BSN, the Commission on Collegiate Nursing Education (CCNE), requires use of a guiding framework, such as the *Essentials*. Use of such a framework ensures that entry level nurses are capable and prepared. By using such a framework, we prepare professional nurses to practice at the Baccalaureate of Science in Nursing (BSN) level, to practice in a variety of settings, and to address the professional development of nurses in North Central Indiana.

The BSN Student Learning Outcomes are based on the 2008 BSN Essentials

1. The BSN graduate is a critical thinker who demonstrates intellectual engagement and uses evidence as a basis for clinical reasoning and decision-making.
2. The BSN graduate is a culturally sensitive individual who provides holistic individual, family, community, and population-centered nursing care.
3. The BSN graduate is a knowledgeable care coordinator who facilitates access to resources across the continuum of health care environments in order to meet the evolving health care needs of individuals, families, communities, and populations.
4. The BSN graduate is an individual who understands and considers the impact of health care policy, finance, and regulatory environments on care delivery.
5. The BSN graduate is an individual who embodies the professional identity of the nurse and who translates the inherent values of the nursing profession into the ethical and legal practice of nursing.
6. The BSN graduate is an effective communicator who collaborates with interprofessional team members, patients, and their support systems for improved health outcomes.
7. The BSN graduate is a competent care provider who is prepared to practice to the full capacity of the professional nurse role in diverse health care environments.
8. The BSN graduate is an accountable leader and manager who applies principles of systems and organizational processes and who balances resources to promote quality care and patient safety.
9. The BSN graduate is an individual who embraces and employs innovations in information management and technology in the delivery of quality patient care.

Surveys for Assessment

The BSN program uses several surveys to evaluate program student learning outcomes. These surveys are administered at the completion of the program (exit survey) and up to one year following graduation (alumni survey). The pre-licensure track and the RN BSN hybrid track complete the exit survey. All tracks are sent a link to complete the alumni survey.

Exit Survey: Dec 2021 - current: (3 benchmark)

In all tracks near the close of the senior year, students complete a self-report instrument in which they rate their own abilities in each of the student learning outcome areas. This survey is completed electronically via Qualtrics. The questions correspond with the 2008 BSN Essentials and the Program Student Learning Outcomes. This report for **2021** is scaled on a four point Likert scale, with **4=Extremely professional, 3= Somewhat professional, 2= Somewhat unprofessional and 1= Extremely unprofessional**. The scale for 2020 an May 2021 was **1 = exceptional, 2 = excellent, 3 = very good, 4 = good, 5 = fair, 6 = poor and 7 = very poor** for the Pre-licensure and RN to BSN tracks. Since an important part of professional development is identifying one's own strengths and weaknesses and since students engage in self rating across the curriculum, this is an appropriate measure. However, since the format is self-report, there is an issue of validity. Therefore, when possible, this measure is considered with other measures. Currently benchmarks are set at achievement of a mean of 4.0 or less in all areas.

2016 - 2020

In all tracks near the close of the senior year, students complete a self-report instrument in which they rate their own abilities in each of the student learning outcome areas. This survey is completed electronically via EBI/Skyfactor until 2020 when the same survey was given in Qualtrics. The questions correspond with the 2008 BSN Essentials and the Program Student Learning Outcomes. This scale includes several items per program goal, and is available on request. This is scaled as a seven point Likert scale, with **1 = very poor, 2 = poor, 3 = fair, 4 = good, 5 = very good, 6 = excellent and 7 = exceptional**. Since an important part of professional development is identifying one's own strengths and weaknesses and since our students engage in self rating across the curriculum, this is an appropriate measure. However, since the report format is self-report, there is an issue of validity.

Therefore, when possible, this measure is considered with other measures. Currently benchmarks are set at achievement of a mean of 4.0 or greater in all areas.

Alumni Survey: 2016-Current Measurement*

Within one year after graduation, alumni of all BSN tracks are emailed a survey similar to the exit survey though somewhat shorter, that includes self-report items for every program student learning outcome. A similar 7 point Likert rating scale is used. Currently benchmarks are set at achievement of a mean of 4.0 or less in all areas. This survey is emailed yearly in November to alumni (August and December graduates from previous year and May graduates from current year).

*Due to a low return rate, the alumni surveys are not broken down by track, but rather reviewed as a whole.

RN BSN Portfolio for Evaluation

The portfolio is a mechanism used to validate that knowledge, skills meeting course and Program Student Learning Outcomes, and course expectations have been acquired either through course related assignments or through methods occurring outside the classroom setting. Students are instructed to add to the portfolio every semester. The portfolio as a whole is evaluated in semester 3. All portfolios are submitted electronically. Students prepare a Microsoft Word document that aligns program student learning outcomes and embedded assignments. Exemplar assignments are noted following each outcome. Students must include the exemplar noted and one additional artifact. A grading rubric is provided for overall evaluation of the portfolio, addressing appearance, completeness, and quality of the materials included and comparing them with the program student learning outcomes. For grading purposes, every portfolio is evaluated in terms of how well the student has demonstrated that he/she has met the BSN program student learning outcomes. For evaluation purposes, a random 20% sample is used. Example copies of a few portfolios from each cohort may be requested to verify Program Student Learning Outcome quality (retained as evidence). Student permission to retain a copy of the portfolio is obtained. The following are instructions regarding the portfolio, along with the rubric for evaluation.

Evaluation Criteria for the Portfolio

Please note: For evaluating the portfolio, the benchmark is at “3 or more”. That is, the mean of all ratings across RN to BSN students is 3 or more for each individual senior competency, and that the overall mean of all the scores for every individual student (100%) in the RN to BSN program is “3” or more.

For each program student learning outcome, we will use the following rubric:

- 4 = **Excellence Evident**
- 3 = **Satisfactory Performance**
- 2 = **Just Below Satisfactory.**
- 1 = **Unsatisfactory Performance**

Program Student Learning Outcome #1 The BSN graduate is: A critical thinker who demonstrates intellectual curiosity and uses evidence as a basis for clinical reasoning and decision making.

Program Student Learning Outcome #2 The BSN graduate is: A culturally sensitive person who provides holistic, patient centered nursing care for individuals, families, and communities.

Program Student Learning Outcome #3 The BSN graduate is: A knowledgeable care coordinator who facilitates access to resources across the continuum of health care environments in order to meet the evolving health care needs of individuals, families, communities, and populations.

Program Student Learning Outcome #4 The BSN graduate is: An individual who understands and considers the impact of health care policy, finance, and regulatory environments on care delivery.

Program Student Learning Outcome #5 The BSN Graduate is: An individual who embodies the professional identity of the nurse and who translates the inherent values of the nursing profession into the ethical and legal practice of nursing.

Program Student Learning Outcome #6 The BSN Graduate is: An effective communicator who collaborates with inter professional team members, patients, and their support systems for improved health outcomes.

Program Student Learning Outcome #7 The BSN Graduate is: A competent care provider who is prepared to practice in the full capacity of the professional nurse role in diverse health care environments.

Program Student Learning Outcome #8 The BSN Graduate is: An accountable leader and manager who applies principles of systems and organizational processes and who balances resources to promote quality care and patient safety.

Program Student Learning Outcome #9 The BSN Graduate is: An individual who embraces and employs innovations in information management and technology in the delivery of quality patient care.

RESULTS FOR 2021 GRADUATES

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #1

The BSN graduate is: A critical thinker who demonstrates intellectual curiosity and uses evidence as a basis for clinical reasoning and decision making

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR)	Emailed 1 month prior to graduation S485/S488 (Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 May 2021) Mean = Dec 2021 3.0 or more	May 2.4 N=40	2.37 N=35	5.06 N=53	5.14 N=35	5.22 N=54
				Dec 3.58 N=54				
	ATI Green Light	S481/L430 (Sr2)	95% of cohort will achieve green light prior to the end of the semester	83.64% N=110	68.1% N=77	71.6% N=81	78.9% N=76	88.8% N=59
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR)	Emailed 1 month prior to graduation R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	2.8 N=5	1.63 N=40	5.59 N=51	5.83 N=29	5.75 N=75
	Portfolio (P)	R470 (Capstone)	Mean = 3.0 or more	100% N=9	4.0	4.0	4.0	4.0

	EBP Project	R375 (Research)	90% of students achieve a 79% or higher	100% N=9	95.9% N=49	100% N=76	100% N=64	100% N=23
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Program Student Learning Outcome #1 (Continued)								
The BSN graduate is: A critical thinker who demonstrates intellectual curiosity and uses evidence as a basis for clinical reasoning and decision making								
TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
					2020	2019	2018	2017
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward) *response rate too low to calculate	*	1.0 N=1	*N	*N	*N
	EBP Project	R470 (Capstone)	90% of students achieve a 79% or higher	94% N=16	89.5% N=19	93% N=15	100%	93%
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR)	Emailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) *response rate too low to calculate	*	5.14 N=7	5.00 N=4	5.5 N=11	*N=7

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #2

The BSN graduate is: A culturally sensitive person who provides holistic, patient centered nursing care for individuals, families, and communities.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR)	Emailed 1 month prior to graduation S485/S488 (Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 May 2021) Mean = Dec 2021 3.0 or more	May 2.1 N=40 Dec 3.66 N=54	1.97 N=35	5.34 N=53	5.29 N=35	5.35 N=54
	ATI Test Community Health (P)	S472/ B444 (Sr1)	90% of students achieve at a level 1 or better; 45% achieve at a level 2 or better. Level 3 (L3) =84%-100% Level 2 (L2) =74%-82% Level 1 (L1) =58%-72% Below level 1(L0)=0%-50%	Dec% L3=10.2 L2=26.5 L1=61.2 L0=2.0 L3=17.3 L2=48.0 L1=28.8 L0=5.7	Dec.% L3=5.8 L2=48.1 L1=28.8 L0=5.8 May% L3=39.4 L2=48.5 L1=12.1	Dec. % L3=14.6 L2=41.5 L1=43.9 May % L3=14.3 L2=37.1 L1=45.7 L0=2.9	Dec. % L3=14.6 L2=41.7 L1=41.7 L0=2.1	Dec. % L3=30.4 L2=43.5 L1=21.7 L0=4.3
	Altruism Diversity Tool (SR)	S485/S488 (Sr2)	Mean = 3 or more	-	-	-	3.34	3.41
	Culture Project	B223 (So1)	90% of students achieve a 79% or higher.	Dec% 100 May% 100	Dec% 100 May% 100	Dec % 91% May % 90%	Dec % 100 May % 95	Dec % 100 May % 100

Program Student Learning Outcome #2 (Continued)

The BSN graduate is: A culturally sensitive person who provides holistic, patient centered nursing care for individuals, families, and communities.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE (Continued)</u>			benchmark of 80% . Benchmark above will start in 2017. *2015-2016 noted as mean scores. Benchmark above will start in 2017.					
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR)	Emailed 1 month prior to graduation R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	2.6 N=5	1.66 N=41	5.59 N=51	5.89 N=28	5.72 N=74
	Portfolio (P)	R470 (Capstone)	Mean = 3.0 or more	4.0	4.0	4.0	4.0	4.0
	Community Health Assessment	S475 (Community Health)	90% of students achieve a 79% or higher	100% N=9	100% N=51	100% N=78	100% N= 82	100% N=63
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward) *response rate too low to calculate	2 N=3	1.0 N=1	*N	*N	*N
	Community Health Assessment	S475 (Community Health)	90% of students achieve a 73% or higher	100% N=11	100% N=16	100% N=3	100%	100%

Program Student Learning Outcome #2 (Continued)

The BSN graduate is: A culturally sensitive person who provides holistic, patient centered nursing care for individuals, families, and communities.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR)	Emailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) Mean = 4.0 or more (2015 and prior) *response rate too low to calculate	*	5.43 N=7	5.00 N=4	5.36 N=11	*N=7

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #3

The BSN graduate is: A knowledgeable care coordinator who facilitates access to resources across the continuum of health care environments in order to meet the evolving health care needs of individuals, families, communities, and populations.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR)	Emailed 1 month prior to graduation S485/S488 (Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 May 2021) Mean = Dec 2021 3.0 or more	May 2.55 N=40	2.23 N=35	4.85 N=48	4.83 N=35	4.96 N=54
				Dec 3.69 N=54				
	Population Focused Assignment (P)	S472/B444 (Sr1)	90% of students achieve a 79% or higher. *2015-2016 noted as mean scores with a set benchmark of 80%. Benchmark above will start in 2017.	Dec % 100% N=53	Dec % 100 % N=52	Dec % 100 N=41	Dec % 100% N= 48	Dec % 100% N= 35
				May% 100% N=49	May % 100 % N=35	May % 100 N=34	May % 100% N=36	May % 100% N=43
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR)	Emailed 1 month prior to graduation. R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	3 N=5	1.70 N=40	5.51 N=49	5.83 N=29	5.68 N=73
	Portfolio (P)	R470 (Capstone)	Mean = 3.00 or more	100% N=9	4.0	4.0	4.0	4.0
	Community Health Assessment	S475/B444 (Community Health)	90% of students achieve a 79% or higher	100% N=9	100% N=51	100% N=78	100% N=82	100% N=63

Program Student Learning Outcome #3 (Continued)

The BSN graduate is: A knowledgeable care coordinator who facilitates access to resources across the continuum of health care environments in order to meet the evolving health care needs of individuals, families, communities, and populations.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward) *response rate too low to calculate	2 N=3	1.0 N=1	*N	*N	*N
	Community Health Assessment	S475 (Community Health)	90% of students achieve a 73% or higher	100% N=11	100% N=19	100% N=3	100%	100%
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR)	Emailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) Mean = 4.0 or less (2015 and prior) *response rate too low to calculate	*	5.29 N=7	4.50 N=4	4.91 N=11	*N=7

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #4

The BSN graduate is: An individual who understands and considers the impact of health care policy, finance, and regulatory environments on care delivery.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR)	Emailed 1 month prior to graduation S485/S488 (Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 May 2021) Mean = Dec 2021 3.0 or more	May 2.55 N=40 <hr/> Dec 3.45 N=54	2.17 N=35	4.66 N=53	4.65 N=34	5.02 N=52
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR)	Emailed 1 month prior to graduation R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	2.8 N=5	1.78 N=41	5.31 N=51	5.59 N=29	5.61 N=75
	Portfolio (P)	R470 (Capstone)	Mean = 3.0 or more	4.0	4.0	4.0	4.0	4.0
	Health Policy Paper (P)	B304 (Health Policy)	90% of students achieve a 79% or higher	100% N=10	96.9% N=32	100% N=85	100% N=54	100% N=63
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward) *response rate too low to calculate	2.33 N=3	1.0 N=1	*N	*N	*N

	Health Policy Paper (P)	B304 (Health Policy)	90% of students achieve a 73% or higher	100% N=10	100% N=10	100% N=3	80% (N=4/5)	100%
Program Student Learning Outcome #4 (Continued)								
The BSN graduate is: An individual who understands and considers the impact of health care policy, finance, and regulatory environments on care delivery.								
TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	EBI Alum Survey: 1 year (SR)	Emailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) Mean = 4.0 or less (2015 and prior) *response rate too low to calculate	*	5.00 N=7	4.50 N=4	5.09 N=11	*N=7

				Test 4 = 88%				
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Program Student Learning Outcome #5 (Continued)								
The BSN Graduate is: An individual who embodies the professional identity of the nurse and who translates the inherent values of the nursing profession into the ethical and legal practice of nursing.								
TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR)	Emailed 1 month prior to graduation R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	1.6 N=5	1.29.20 21 N=41	5.59 N=51	5.79 N=28	5.81 N=75
	Portfolio (P)	R470 (Capstone)	Mean = 3.0 or more	4.0	4.0	4.0	4.0	4.0
	Healthcare Technology and Ethics PowerPoint (P)	S474 (Ethics)	90% of students achieve a 79% or higher	100% N=6	100% N=23	100% N=85	100% N= 55	99% N=116
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward *response rate too low to calculate	1.67 N=3	1.0 N=1	*N	*N	*N
	Ethical Political Paper (P)	S474 (Ethics)	90% of students achieve a 73% or higher	100% N=6	100% N=6	100% N=3	100%	100%
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR)	Emailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) Mean = 3.0 or more (2015 and prior)	*	5.57 N=7	4.50 N=4	5.40 N=11	*N=7

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #6

The BSN Graduate is: An effective communicator who collaborates with inter professional team members, patients, and their support systems for improved health outcomes.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean/Benchmark				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR)	Emailed 1 month prior to graduation S485 (Professional Growth, Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 May 2021) Mean = Dec 2021 3.0 or more	May 2.01 N=40 Dec 3.74 N=54	2.00 N=35	5.08 N=51	5.34 N=35	5.38 N=52
	Senior Writing Sample (P)	S472/B444 (Sr1)	90% of students achieve a 79% or higher.	Dec 100% N=53	Dec 100% N=52	Dec 100% N=41	Dec 100% N=48	Dec 100% N=35
				May 100% N=49	May 100% N=35	May 100% N=34	May 100% N=34	May 100% N=43
	<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR)	Month prior to graduation R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	1.8 N=5	1.39 N=41	5.65 N=51	6.10 N=29
Portfolio (P)		R470 (Capstone)	Mean = 3.0 or more	4.0	4.0	4.0	4.0	4.0
	EBP Project (P)	R470 (Capstone)	90% of students achieve a 79% or higher	100% N=10	100% N=45	100% N=77	93% N=60	100% N=23

Program Student Learning Outcome #6 (Continued)

The BSN Graduate is: An effective communicator who collaborates with inter professional team members, patients, and their support systems for improved health outcomes.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean/Benchmark				
				2021	2020	2019	2018	2017
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward *response rate too low to calculate	2.33 N=3	1.0 N=1	*N	*N	*N
	Ethical Political Paper (P)	S474 (Ethics)	90% of students achieve a 73% or higher	100% N=6	100% N=6	100% N=3	100%	100%
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR)	Emailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) *response rate too low to calculate	*	5.14 N=7	5.00 N=4	5.64 N=11	*N=7

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #7

The BSN Graduate is: A competent care provider who is prepared to practice in the full capacity of the professional nurse role in diverse health care environments.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR)	Emailed 1 month prior to graduation S485/S488(Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 May 2021) Mean = Dec 2021 3.0 or more	May 1.98 N=40	1.62 N=34	4.98 N=52	4.98 N=52	5.04 N=52
				Dec 3.54 N=54				
	Annual Pass Rates (P) NCLEX	After graduation	Meet and/or exceed the national average pass rate (variable from year to year)	IUK% 75.0	IUK % 94.1	IUK % 91.3	IUK % 91.3	IUK % 91.5
				Natl.% 82.48	Natl. % 86.57	Natl. % 83.5	Natl. % 83.5	Natl. % 84.24
	ATI Medical/Surgical Comprehensive Exam (P)	S470/H476 (Sr1)	50% group national percentile rank	Dec 68.8th	Dec -	Dec 43rd	Dec 43rd	Dec 59 th
				Dec Acc 60th				
May 34.7th				May -	May 42nd	May 42nd	May 56 th	
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR)	Month prior to graduation R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	2.2 N=5	1.15 N=41	5.56 N=50	5.56 N=50	5.91 N=74

	Portfolio (P)	R470 (Capstone)	Mean = 3.0 or more	4.0	4.0	4.0	4.0	4.0
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Program Student Learning Outcome #7 (Continued)

The BSN Graduate is: A competent care provider who is prepared to practice in the full capacity of the professional nurse role in diverse health care environments.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend immediately preceding this report grid for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
					2020	2019	2018	2017
<u>RN TO BSN HYBRID OPTION (Continued)</u>	Professional Organization and Growth Paper (P)	B331 (Transitions to Practice)	90% of students achieve a 79% or higher	100% N=10	100% N=32	99% N=87	100% N=55	100% N=62
	Statistics Course Project	H355 (Statistics)	90% of students achieve a 79% or higher	100% N=9	*No longer Measuring	*No longer Measuring	91% N=64	93% N=80
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward) *response rate too low to calculate	1.67 N=3	1.0 N=1	*N	*N	*N
	Community Health Assessment	S475 (Community Health)	90% of students achieve a 73% or higher	69.7% N=18	100% N=19	100% N=10	100%	100%
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR) (emailed)	Mailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) Mean = 3.0 or more (2015 and prior) *response rate too low to calculate	*	5.43 N=7	5.00 N=4	5.18 N=11	*N=7

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #8

The BSN Graduate is: An accountable leader and manager who applies principles of systems and organizational processes and who balances resources to promote quality care and patient safety.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR)	Emailed 1 month prior to graduation S485/S488 (Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 May 2021) Mean = Dec 2021 3.0 or more	May 2.45 N=40	2.23 N=35	4.72 N=53	5.03 N=35	5.04 N=52
				Dec 3.63 N=54				
	ATI Fundamentals subsection Safety and Infection Control Exam (P)	B260 (So2)	National percentile rank 50 th percentile or greater	Dec 28.6th	Dec % 53.5 th	Dec % 56 th	Dec % 20th	Dec % 82
				May 37.9th	N/A	May % 36th	May % 44	May % 45
	ATI Leadership Exam (P)	S481/L430(Sr2)	90% of students achieve at a level 1 or better; 45% achieve at a level 2 or better.	Dec % L3=0 L2=50 L1=50 L0=0	Dec % L3= 0 L2=28.6 L1=57.1 L0=14.3	Dec.% L3= 0 L2=47.1 L1=50 L0=2.9	Dec. % L3=8.8 L2=32.4 L1=55.9 L0=2.9	Dec. % L3=8.7 L2=43.5 L1=43.5 L0=4.3
				Dec Acc% L3=0 L2=0 L1=81.8 L0=18.2	May % N/A	May % L3=8.3 L2=54.2 L1=37.5 L0=0	May. % L3=4.7 L2=53.5 L1=41.9 L0=0	May % L3=11.1 L2=50.0 L1=36.1 L0=2.8
				May% L3=3.8 L2=36.5				

				L1=55.8 L0=3.8				
				-	-	-		

Program Student Learning Outcome #8 (Continued)

The BSN Graduate is: An accountable leader and manager who applies principles of systems and organizational processes and who balances resources to promote quality care and patient safety.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR) S 470 (Capstone)	Month prior to graduation	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	2.6	1.73 N=41	5.31 N=51	5.70 N=27	5.04 N=52
	Portfolio (P)	R470 (Capstone)	Mean = 3.0 or more	4.0	4.0	4.0	4.0	4.0
	CUSP Assignment	S487 (Management)	90% of students achieve a 79% or higher	100% N=9	97.9% N=48	100% N=77	98% N=65	100% N=81
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward) *response rate too low to calculate	2 N=3	1.0 N=1	*N	*N	*N
	CUSP Assignment	S487 (Management)	90% of students achieve a 73% or higher	81.8% N=11	100% N=7	100% N=3	100%	100%
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR) (emailed)	Mailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) Mean = 3.0 or more (2015 and prior) *response rate too low to calculate	*	5.43 N=7	4.50 N=4	5.00 N=11	*N=7

Indiana University Kokomo School of Nursing

Baccalaureate in Nursing: Assessment Results

Tracks: Pre-Licensure, RN to BSN (Options: Hybrid and Online)

Program Student Learning Outcome #9

The BSN Graduate is: An individual who embraces and employs innovations in information management and technology in the delivery of quality patient care.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>PRE-LICENSURE</u>	Exit Survey (SR) S 485 (Prof. Growth)	Emailed 1 month prior to graduation S485/S488 (Sr2)	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	May 2.45 N=40	2.17 N=35	4.92 N=53	4.97 N=34	5.23 N=53
				Dec 3.61 N=54				
	ATI Leadership Exam(P) (subsection management of care)	S481/L430 (Sr2)	Score on subsection will at least be 70% or higher.	Dec % 80.0	Dec % 71.3	Dec % 73.9	Dec % 78.7	Dec % 75.8
				Dec Acc % 70.4	May % N/A	May % 80.7	May % 79	May % 75.8
<u>RN TO BSN HYBRID OPTION</u>	Exit Survey (SR) S 470 (Capstone)	Month prior to graduation	Mean = 4.0 or more (2016-2019) Mean=4.0 or less (2020 forward)	2.4 N=5	1.68 N=41	5.43 N=51	5.66 N=29	5.71 N=75
	Portfolio (P)	R470 (Capstone)	Mean = 3.0 or more	4.0	4.0	4.0	4.0	4.0
	Informatics Interview (P)	B404 (Informatics)	90% of students achieve a 79% or higher	100% N=10	100% N=21	97% N=87	96% N=51	95% N=61

Program Student Learning Outcome #9 (Continued)

The BSN Graduate is: An individual who embraces and employs innovations in information management and technology in the delivery of quality patient care.

TRACK	PRIMARY TOOLS FOR PROGRAM EVALUATION SR=SELF REPORT OR=OBSERVED REPORT P=PERFORMANCE ON TEST, PAPER, OR SKILL CHECK	WHEN ADMINISTERED	BENCHMARK (See Benchmark Tool Clarification Legend referenced in the report for specific information relative to each tool.)	DATA FROM GRADUATING CLASS Reported as: Survey Mean				
				2021	2020	2019	2018	2017
<u>RN TO BSN ONLINE OPTION</u>	Exit Survey (SR)	R470 (Capstone)	Mean = 4.0 or more (2016-2190) Mean=4.0 or less (2020 forward) *response rate too low to calculate	2 N=3	1.0 N=1	*N	*N	*N
	Information and data base retrieval project	B404 (Informatics)	90% of students achieve a 73% or higher	*	100% N=3	100% N=6	100%	100%
<u>PROGRAM AGGREGATED ALUMNI SURVEY</u>	Alum Survey: 1 year (SR)	Mailed up to 1 year post-graduation every November	Mean = 4.0 or more (2016 forward) Mean = 3.0 or more (2015 and prior) *response rate too low to calculate	*	5.29 N=7	3.75 N=4	4.82 N=11	*N=7

Executive Summary of Student Performance for Each Outcome with Faculty Interpretation

OUTCOMES	TRACK	BENCHMARK OVERALL COMPARISON: Met (M) or Area for Improvement (I)				
		2021	2020	2019	2018	2017
<u>Program Student Learning Outcome #1</u> The BSN graduate is: A critical thinker who demonstrates intellectual curiosity and uses evidence as a basis for clinical reasoning and decision making.	PRE-LICENSURE	I	I	I	I	I
	RN TO BSN HYBRID OPTION	M	I	M	M	M
	RN TO BSN ONLINE OPTION	M	M	M	M	M
<u>Program Student Learning Outcome #2</u> The BSN graduate is: A culturally sensitive person who provides holistic, patient centered nursing care for individuals, families, and communities.	PRE-LICENSURE	M	M	M	M	M
	RN TO BSN HYBRID OPTION	M	M	M	M	M
	RN TO BSN ONLINE OPTION	M	M	M	M	M
<u>Program Student Learning Outcome #3</u> The BSN graduate is: A knowledgeable care coordinator who facilitates access to resources across the continuum of health care environments in order to meet the evolving health care needs of individuals, families, communities, and populations.	PRE-LICENSURE	M	M	M	M	M
	RN TO BSN HYBRID OPTION	M	M	M	M	M
	RN TO BSN ONLINE OPTION	M	M	M	M	M
<u>Program Student Learning Outcome #4</u> The BSN graduate is: An individual who understands and considers the impact of health care policy, finance, and regulatory environments on care delivery.	PRE-LICENSURE	M	M	M	M	M
	RN TO BSN HYBRID OPTION	M	M	M	M	M
	RN TO BSN ONLINE OPTION	M	M	M	I	M
<u>Program Student Learning Outcome #5</u> The BSN Graduate is: An individual who embodies the professional identity of the nurse and who translates the inherent values of the nursing profession into the ethical and legal practice of nursing.	PRE-LICENSURE	M	M	M	I	M
	RN TO BSN HYBRID OPTION	M	I	M	M	M
	RN TO BSN ONLINE OPTION	M	M	M	M	M
<u>Program Student Learning Outcome #6</u> The BSN Graduate is: An effective communicator who collaborates with inter professional team members, patients, and their support systems for improved health outcomes.	PRE-LICENSURE	M	M	M	M	M
	RN TO BSN HYBRID OPTION	M	M	M	M	M
	RN TO BSN ONLINE OPTION	M	M	M	M	M
<u>Program Student Learning Outcome #7</u> The BSN Graduate is: A competent care provider who is prepared to practice in the full capacity of the professional nurse role in diverse health care environments.	PRE-LICENSURE	I	M	I	I	M
	RN TO BSN HYBRID OPTION	M	M	M	M	M
	RN TO BSN ONLINE OPTION	I	M	M	M	M

<u>Outcomes</u>	TRACK	BENCHMARK OVERALL COMPARISON: Met (M), Exceeded (E), or Area for Improvement (I)				
			2020	2019	2018	2017
<u>Program Student Learning Outcome #8</u> The BSN Graduate is: An accountable leader and manager who applies principles of systems and organizational processes and who balances resources to promote quality care and patient safety.	PRE-LICENSURE	I	I	I	I	I
	RN TO BSN HYBRID OPTION	M	M	M	M	M
	RN TO BSN ONLINE OPTION	I	M	M	M	M
<u>Program Student Learning Outcome #9</u> The BSN Graduate is: An individual who embraces and employs innovations in information management and technology in the delivery of quality patient care.	PRE-LICENSURE	M	M	M	M	M
	RN TO BSN HYBRID OPTION	M	M	M	M	M
	RN TO BSN ONLINE OPTION	M	M	M	M	M

PRE-LICENSURE TRACK BENCHMARK IMPROVEMENT PLAN

Outcome 1: Green light did not meet benchmark. Identify why. Continue to monitor.

Outcome 7: NCLEX pass rates are below national average. Detailed response rates are being evaluated through a combined Curriculum and Evaluation committee to identify weak area and opportunities to improve curricular support of identified areas. ATI comprehensive Medical-Surgical score were low for one semester this will be addressed by the same committee.

Outcome 8: Discuss safety performance areas for improvement. Detailed report is being evaluated by the combined Curriculum and Evaluation Committee to determine an action plan.

RN TO BSN HYBRID TRACK OPTION BENCHMARK IMPROVEMENT PLAN

None, continue to assess.

RN TO BSN ONLINE TRACK OPTION BENCHMARK IMPROVEMENT PLAN

Outcome 8: A small drop note in the CUSP project score. The number of student was small. Continue to monitor.

Using Assessment for Program Improvement

As evidenced by the portfolio results, student performance on all BSN Program Student Learning Outcomes exceeded benchmark expectations; and as a result, show the curriculum is effective and will be continued without revisions at this time. All faculty, in all tracks, will continue to assess student learning as it relates to course and program learning outcomes.

Dissemination of Results

This report will be distributed to all regular faculty members prior to our evaluation meeting to discuss findings. Following approval, the report will then be discussed with the BSN Curriculum Committee in May. In addition, the report will be shared with the IU Kokomo School of Nursing Advisory Council and available on the IU Kokomo website.