

3-YR Review by Nursing as a part of the documentation required by the Alabama Board of Nursing.

EPSLO #1: Human Flourishing EPSLO #2: Patient-Centered Care Advocate for patients and families in ways that promote their self-determination, integrity, and ongoing growth as human beings. Distinguish the patient or designee as the source of control and full partner in providing compassionate and coordinate care based on respect for patient's preferences, values, and needs.									
Assessment Method		Frequency of Data Collection and Assessment					ELA		
A&B: NUR 221 Preceptorship Clinical Evaluation Tool C: Online "Think Cultural Health" Course.		Informally reviewed end of each semester. Remains updated and available for faculty review at all times. Aggregated annually. Reported at least once per semester to Curriculum Committee and biannually at Advisory Committee meeting					A. 100% of students will score Satisfactory on the midterm and final grade on #5 of the Critical Behaviors on the Preceptorship Clinical Evaluation Tool. B. 100% of students will score Satisfactory on the final grade in Section 1 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool. C. 100% of student will complete the Cultural Health modules with a score of 80% or greater on the imbedded quizzes.		
Data					Analysis/Actions				
A. 100% of students will score Satisfactory on the midterm and final grade on #5 of the Critical Behaviors on the Preceptorship Clinical Evaluation Tool.									
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n=26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	N=17 100%			n=19 100%			n=28 100%		n=1 100%
Aggregate for year	n= 202 100%			n=232 100%			n=184 100%		
ANALYSIS End of each semester: 2019-2021:100% for all metrics Annual Aggregate: 2019=100% 2020=100% 2021=100% FINDINGS No areas identified as needing development. ACTION None required. Continue to review results. REPORTED To curriculum committee: Discussion: None Advisory Committee: Discussion: None									

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B. 100% of students will score Satisfactory on the final grade in Section 1 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool.									
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n= 26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Aggregate for year	n= 202 100%			n=232 100%			N=120 100%	n=45 100%	
C. 100% of student will complete the Cultural Health modules with a score of 80% or greater on the imbedded quizzes.									
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n= 26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 90%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Aggregate for year	n= 202 100%			n=232 100%			N=120 97.5%	n=45 100%	

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EPSLO #3: Nursing Judgement EPSLO #4: Informatics EPSLO #5: Safety Make judgments in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and promote the health of patients with a family and community context. Formulate information and technology to communicate, manage knowledge, mitigate error, and support decision making. Minimize risk of harm to patients and providers through both system effectiveness and individual performance.									
Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment						ELA		
A&B: NUR 221 Preceptorship Clinical Evaluation Tool C: NUR 221 Math Validation	Informally reviewed end of each semester. Remains updated and available for faculty review at all times. Aggregated annually. Reported at least once per semester to Curriculum Committee and biannually at Advisory Committee meeting						A. 100% of students will score Satisfactory on the midterm and final grade on #s 1, 2, 3, & 8 of the Critical Behaviors on the Preceptorship Clinical Evaluation Tool. B. 100% of students will score Satisfactory on the final grade in Section 2 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool. C. 100% of students will pass the Math Validation in NUR 221 within 3 attempts.		
Data							Analysis/Actions		
A. 100% of students will score Satisfactory on the midterm and final grade on #s 1, 2, 3, & 8 of the Critical Behaviors on the Preceptorship Clinical Evaluation Tool.							ANALYSIS		
							Annual Aggregate: 2019=100% 2020=100% 2021=100%		
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n= 26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Aggregate for year	n= 202 100%			n=232 100%			n=184 100%		
							FINDINGS		
							No areas identified as needing development.		
							ACTION		
							None required. Continue to review results.		
							REPORTED		
							To curriculum committee: Discussion: None		
							Advisory Committee: Discussion: None		

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B. 100% of students will score Satisfactory on the final grade in Section 2 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool.

	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n= 26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Aggregate for year	n= 202 100%			n=232 100%			n=184 100%		

C. 95%* of students will pass the Math Validation in NUR 221 within 3 attempts.

	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n= 26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Aggregate for year	n= 202 100%			n=232 100%			n=184 100%		

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EPSLO #6: Professional Identity EPSLO #7 Teamwork and Collaboration Implement one's role as a nurse in ways that reflect integrity, responsibility, ethical practices, and an evolving identity as a nurse committed to evidence-based practice, caring, advocacy, and safe, quality care for diverse patient with a family and community context. Function effectively with nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care.									
Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment						ELA		
A&B: NUR 221 Preceptorship Clinical Evaluation Tool C: NUR 221 Kaplan Leadership Exam	Informally reviewed end of each semester. Remains updated and available for faculty review at all times. Aggregated annually. Reported at least once per semester to Curriculum Committee and biannually at Advisory Committee meeting						A. 100% of students will score Satisfactory on the midterm and final grade on #s 3, 5, 6 & 7 of the Critical Behaviors on the Preceptorship Clinical Evaluation Tool. B. 100% of students will score Satisfactory on the final grade in Section 3 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool. C. 85% of students will score ≥ 60 on Kaplan Leadership Exam in NUR 221		
Data					Analysis/Actions				
A. 100% of students will score Satisfactory on the midterm and final grade on #s 3, 5, 6 & 7 of the Critical Behaviors on the Preceptorship Clinical Evaluation Tool.					ANALYSIS Annual Aggregate: 2019=100% for A. and B. 97.5% for C. 2020=100% for A and B. 96.4% for C. Students on the Shelby campus for 2020 did not take the test r/t Covid restraints. 2021=100% for A and B. 95.1% for C. FINDINGS No areas identified as needing development ACTION None required. Continue to review results. REPORTED To curriculum committee: Discussion: None Advisory Committee: Discussion: None				
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n= 26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Aggregate for year	n= 202 100%			n=232 100%			n=184 100%		

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B. 100% of students will score Satisfactory on the final grade in Section 3 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool.									
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n= 26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Annual Aggregate	n= 202 100%			n=232 100%			n=184 100%		
C. 85% of students will score ≥60 on Kaplan Leadership Exam in NUR 221									
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 95.5%	n=17 94.1%	n=24 100%	n=15 80%	n=24 95.8%	n=20 95%	n=21 100%	n=19 95%	n=5 80%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 96.7%	n=39* not given	n=21 100%	n= 20 85%	n=26 88%	n=11 90%
Evenings	n=29 96.6%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 96.6%			n=27 100%			n= 31 97%		
Pell City	n=17 94.1%			n=19 94.7%			n=28 100%		n=1 100%
Annual Aggregate	n= 202 97.5%			n=193* 96.4% (*does not count Shelby Summer)			n=184 95.1%		

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EPSLO #8: Spirit of Inquiry EPSLO #9: Quality Improvement EPSLO #10 Evidence-Based Practice Examine the evidence that underlies clinical nursing practice to challenge the status quo, question underlying assumptions, and offer new insights to improve the quality of care for patients, families, and communities. Assimilate data to monitor the outcomes of care processes and methods to design and validate changes for improvement in the quality and safety of health care systems. Integrate best evidence-based practice with clinical expertise, patient/family preferences, and values for delivery of optimal health care.									
Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment						ELA		
A: NUR 221 Preceptorship Clinical Evaluation Tool B. Evidence-Based Assignment B: Shadow Health Digital Clinical	Informally reviewed end of each semester. Remains updated and available for faculty review at all times. Aggregated annually. Reported at least once per semester to Curriculum Committee and biannually at Advisory Committee meeting						A. 100% of students will score Satisfactory on the final grade in Section 4 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool. B. 100% of students will score "Satisfactory" or "Pass" or ≥80% on Evidence-Based Assignment in NUR 221. C. 85% will score ≥90% within 2 attempts on Shadow Health: Change Management and Advocacy		
Data							Analysis/Actions		
A. 100% of students will score Satisfactory on the final grade in Section 4 of the Professional Behaviors on the Preceptorship Clinical Evaluation Tool.							ANALYSIS Annual Aggregate: 2019=100% 2020=100% 2021=100%		
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n=26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 100%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Annual Aggregate	n= 202 100%			n=232 100%			n=184 100%		
							FINDINGS No areas identified as needing development.		
							ACTION None required. Continue to review results.		
							REPORTED To curriculum committee: Discussion: None Advisory Committee: Discussion: None		

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B. 100% of students will score "Satisfactory" or "Pass" or ≥80% on Evidence-Based Assignment in NUR 221.									
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson	n=22 100%	n=17 100%	n=24 100%	n=15 100%	n=24 100%	n=20 100%	n=21 100%	n=19 100%	n=5 100%
Shelby	n=19 100%	n=26 100%	n=19 100%	n=30 100%	n=39 100%	n=21 100%	n= 20 100%	n=26 100%	n=11 100%
Evenings	n=29 100%			n=37 100%			n=20 100%		n=2 100%
Clanton	n=29 100%			n=27 100%			n= 31 97%		
Pell City	n=17 100%			n=19 100%			n=28 100%		n=1 100%
Annual Aggregate	n= 202 100%			n=232 100%			n=184 99.5%		
C. 95% will score ≥90% within 2 attempts on Shadow Health: Change Management and Advocacy									
	2019			2020			2021		
	Spring	Summer	Fall	Spring	Summer	Fall	Spring	Summer	Fall
Jefferson							n=21 100%	n=19 100%	n=5 100%
Shelby							N/A	n=26 100%	n=11 90%
Evenings							N/A		n=2 100%
Clanton							n= 31		
Pell City							n=28 21%		n=1 100%
Annual Aggregate							n=113 93.8%		

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6.2 Licensure/Certification Pass Rate

Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA
A: Individual Student Reports from the Alabama Board of Nursing; Mountain Measurement	Informally reviewed end of each semester. Remains updated and available for faculty review at all times. Aggregated annually. Reported at least once per semester to Curriculum Committee and biannually at Advisory Committee meeting	At least 80% of all first-time test takers during the same time period will pass NCLEX-RN on 1 st attempt.

Data

Analysis/Actions

A. 80% of all first-time test takers during the same time period will pass NCLEX-RN on 1st attempt.
ANNUAL PASS RATE AGGREGATED FOR ALL CAMPUSES AND DISAGGREGATED BY DATE OF EXAM

	2019				2020				2021			
	1 st Q	2 nd Q	3 rd Q	4 th Q	1 st Q	2 nd Q	3 rd Q	4 th Q	1 st Q	2 nd Q	3 rd Q	4 th Q
Jefferson	n=0	20/21 95.2%	17/19 89.5%	1/1 100%	21/23 91.3%	9/10 90%	14/16 87.5%	4/4 100%	22/25 88%	8/12 66.7%	19/20 95%	6/7 85.7%
Shelby	2/2 100%	11/11 100%	21/22 96%	2/2 100%	12/13 92.3%	19/19 100%	36/40 90%	11/11 100%	20/20 100%	18/21 85.7%	15/18 83.3%	8/9 88.9%
Evenings	33/33 100%	20/25 80%	4/4 100%	1/1 100%	n=0	13/18 72.2%	16/19 84.2%	n=0	n=0	12/13 92.3%	5/7 71.4%	n=0
Clanton	n=0	22/29 75.9%	n=0	n=0	n=0	12/15 80%	8/12 66.7%	n=0	n=0	16/24 66.7%	5/6 83.3%	n=0
Pell City	n=0	17/17 100%	n=0	n=0	n=0	17/17 100%	2/2 100%	n=0	n=0	15/17 88.2%	N=0	n=0
ANNUAL AGGREGATE	177/191 92.7%				194/219 88.6%				169/201 84.1%			

ANNUAL PASS RATES DISAGGREGATED BY CAMPUS BY YEAR

	2019	2020	2021
Jefferson	92.7% (38/41)	90.6% (48/53)	85.9% (55/64)
Shelby	97.3% (36/37)	94.9% (74/78)	89.7% (61/68)
Evenings	92.1% (58/63)	78.4% (29/37)	85% (17/20)
Clanton	75.9% (22/29)	74.1% (20/27)	70% (21/30)
Pell City	100% (17/17)	100% (19/19)	88.2% (15/17)

ANALYSIS

Annual Aggregate:
 2019=92.7%
 2020=88.6%
 2021=84.1%

FINDINGS

Rate continues to drop, although still above ELA. Faculty believe this is related to COVID adaptations, as results appear to be consistent with those across the country.

ACTION

None required at this time. Will continue to assess each month to identify trends.

REPORTED

To curriculum committee:
 Discussion: None

 Advisory Committee:
 Discussion: None

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6.3 Program Completion Rate															
Assessment Method				Frequency of Data Collection Frequency of EPSLO Assessment				ELA							
A: Tracking tool managed by ADON (Note: the data reflects the semester of graduation)				Informally reviewed end of each semester. Remains updated and available for faculty review at all times.				Years 2019-2020: At least 35% of students will graduate from the nursing program within 150% of planned program (seven semesters). Effective 2021: At least 35% of students will graduate from the nursing program within five semesters, 100% of plan of study.							
				Aggregated annually.											
Reported at least once per semester to Curriculum Committee and biannually at Advisory Committee meeting															
DATA															
Spring 2019				Summer 2019				Fall 2019							
	Admit	Grad	150%		Admit	Grad	150%		Admit	Grad	150%		Admit	Grad	150%
Jefferson	40	17	42.5	Jefferson	48	12	25	Jefferson	32	17	53.1				
Shelby	53	23	43.4	Shelby	42	22	52.3	Shelby	42	13	30.9				
Evenings	38	27	71	Evenings				Evenings							
Clanton	28	19	67.8	Clanton				Clanton							
Pell City	31	10	32.2	Pell City				Pell City							
Aggregate: 50.5% (96/190)				Aggregate: 37.7% (34/90)				Aggregate: 40.5% (30/74)							
OVERALL. 2019 AGGREGATE RATE: 45.6% (160/354)															
Spring 2020				Summer 2020				Fall 2020							
	Admit	Grad	150%		Admit	Grad	150%		Admit	Grad	150%		Admit	Grad	150%
Jefferson	42	13	30.9	Jefferson	35	17	48.5	Jefferson	38	13	34.3				
Shelby	65	23	35.3	Shelby	55	23	41.8	Shelby	54	14	25.9				
Evenings	46	43	93.4	Evenings				Evenings							
Clanton	37	21	56.7	Clanton				Clanton							
Pell City	24	13	54.1	Pell City				Pell City							
Aggregate: 52.8% (113/214)				Aggregate: 44.4% (40/90)				Aggregate: 29.3% (27/92)							
OVERALL. 2020 AGGREGATE RATE: 45.5% (180/396)															
Spring 2021				Summer 2021				Fall 2021*							
	Admit	Grad	100%		Admit	Grad	100%		Admit	Grad	100%		Admit	Grad	100%
Jefferson	38	14	36.8	Jefferson	39	11	28.2	Jefferson							
Shelby	56	18	32.1	Shelby	55	17	30.9	Shelby							
Evenings	41	15	36.5	Evenings				Evenings							
Clanton	35	26	74.2	Clanton				Clanton							
Pell City	31	16	51.6	Pell City				Pell City							
Aggregate: 44.3% (89/201)				Aggregate: 29.8% (28/94)				Aggregate: *Combined class from remediation							
OVERALL. 2021 AGGREGATE RATE: 40% (117/295)															

ANALYSIS/ACTIONS

ANALYSIS

Annual Aggregate:

2019:160/354; Graduated within 150%: 45.6%

2020:180/396; Graduated within 150%: 45.5%

2021: 117/295: Graduated within 100%: 40%

NOTE: Fall 2021 not included in stats.

Disaggregate by campus/semester:

No consistency among campuses nor among semesters not meeting ELA.

FINDINGS

Consistent graduation rate at about 45.5% for completion at 150% of allotted timeframe. 2021 changed to 100% completion time, with rate at 40% (excluding Fall 2021, which was not included due to only remediation students in a combined class).

ACTION

Curriculum Committee:
Discussion: None

Advisory Committee:
Discussion: None

NOT INCLUDED IN DATA

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6.4 Job Placement					
Assessment Method(s)		Frequency of Data Collection Frequency of EPSLO Assessment			ELA
<p>A. Student surveyed during final semester by in-class instructor. Students instructed to call if no job prior to graduation.</p> <p>B. Use of follow up phone calls, social media, sightings at facilities to address those not reporting employment</p>		<p>Informally reviewed end of each semester. Remains updated and available for faculty review at all times.</p> <p>Aggregated annually.</p> <p>Reported annually to Curriculum Committee and biannually at Advisory Committee meeting</p>			<p>At least 90% of graduates will be employed as an RN within 12 months of graduation.</p>
Data					Analysis/Actions
Year	# of Graduates	Placement Rate	# of Graduates responding	Response Rate	ANALYSIS
2019	160	99.3% (159/160)	160	100%	<p>Annual Aggregate: 2019: 159/160 (99.3%) met ELA; 100% response rate 2020: 233/233 (100%) met ELA; 100% response rate 2021: 136/136 (100%) met ELA; 100% response rate (NOTE Fall 2021 not included in stats.)</p> <p style="text-align: center;">FINDINGS</p>
2020	233	100% (233/233)	233	100%	
2021	136	(136/136)	136	100%	

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	<p>Students are finding jobs without difficulty. Vast majority employed in the area, with only occasional student seeking employment in other states.</p> <p style="text-align: center;">ACTION</p> <p>No action needed. Continue to review results.</p> <p style="text-align: center;">REPORTED</p> <p>To curriculum committee: Discussion: None</p> <p>Advisory Committee: Discussion: None</p>
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