

Program Evaluation Plan - Outcome Table

Area of Evaluation	Target Outcomes	Data Collection Methods	Time Frame	Person Responsible	Results	Analysis and Action Plan
Philosophy, Purposes, Admission, Curriculum, Terminal Objectives (EPSLOs), and Resources						
Philosophy, purposes, conceptual framework, course/level/terminal objectives	100% of Faculty will agree that the philosophy, purposes, conceptual framework, course/level/terminal objectives are embedded in the program and appropriate for the curriculum	Informal departmental survey questions regarding program philosophy, purposes, conceptual framework, terminal/ level objectives.	Every five years	<ul style="list-style-type: none"> • Nursing Director • Faculty • Curriculum Committee 	Survey results will be compiled in department minutes and aggregated data will be compiled and assessed by Spring 2024	No plan at this time
Curriculum reflects curricular threads, leveling, and the nursing process tool	<ul style="list-style-type: none"> • 100% of course syllabi will reflect curricular threads. • Faculty will reach consensus that not only the curriculum but also the nursing process tool have been leveled. 	<ul style="list-style-type: none"> • Review of each course syllabus • Review of external agency standards and requirements, eg. BRN 	Every five years	<ul style="list-style-type: none"> • Nursing Director • Faculty • Curriculum Committee 	<ul style="list-style-type: none"> • 100% of course syllabi stated the curricular threads. • Faculty reached consensus regarding the leveling of the clinical concept map care plan and nursing process tool. 	No plan at this time
Participate phases of program review for Mt. SAC evaluation	<ul style="list-style-type: none"> • Program will document 100% participation in course-level student leaning outcomes (SLOs) development • Program will document 100% participation in program - level student leaning outcomes (SLOs) development • Program will complete program evaluation through the college's planning for institutional effectiveness (PIE) process annually 	<ul style="list-style-type: none"> • Mt. SAC Annual SLOs Report • Mt. SAC Department/Program Outcome Reports • Mt. SAC Division PIE Summary 	Yearly	<ul style="list-style-type: none"> • Nursing Director • Department Chair • Faculty 	<ul style="list-style-type: none"> • The program has developed SLOs for 100% of its courses. • The program has fully participated in the annual PIE process 	No plan at this time

Program Evaluation Plan - Outcome Table (Continued)

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Program polices consistent with MtSAC policies	100% of program policies related to students will be consistent with Mt. SAC student policies	<ul style="list-style-type: none"> • Nursing Program Policies • Nursing Student Handbook • Nursing Faculty Handbook • Mt. SAC Administrative Procedures and Board Policies 	Every two years	<ul style="list-style-type: none"> • Nursing Director • Department Chair • Faculty 	At a basic level Nursing Program's student policies are consistent with the college's, but in academic related areas, Nursing standards may exceed the college's standards	No plan at this time
Course objectives and End of Program Student Learning Outcomes	<ul style="list-style-type: none"> • 75% of students will rate the course objectives and programs expectations as clear • 75% of graduates will state they are satisfied with the program outcomes 	<ul style="list-style-type: none"> • Program course evaluation survey (Code 2) • Graduate survey 	Each semester at the end of each course. 6-months after graduation.	<ul style="list-style-type: none"> • Nursing Director • Students • Program Evaluation Committee 	<ul style="list-style-type: none"> • More than 75% of students rated the course objectives and expectations as clear • More 75% of graduates stated they were satisfied with the program outcomes. 	No plan at this time
Clinical facilities	75% of students will agree the clinical facilities provide meaningful learning experiences	Student evaluations of clinical agency	Each semester at the end of the course	<ul style="list-style-type: none"> • Nursing Director • Students • Program Evaluation Committee 	Refer to Program's Student Evaluation of Clinical Agency shared folder containing summary of evaluation results.	Refer to the "Code Analysis" contained in the Student Evaluation of Clinical Agency Binder

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Review of HCRC (Skills/Sim Labs)	75% of students will rate the services provided from HCRC as satisfactory.	Evaluation of the Health Careers Resources Center Survey (Code 6)	Each semester at the end of the course	<ul style="list-style-type: none"> • Nursing Director • Students • Program Evaluation Committee 	More than 75% of students rated lab hours were convenient and not enough space during demon/return demo.	No plan at this time
Accuracy and currency of all documents and publications	Program will ensure 100% accuracy of documents and publications, including web based information, catalogs, flyers and handbooks.	Formal review of web based information, catalogs, and handbooks.	Yearly, and ongoing	<ul style="list-style-type: none"> -Nursing director -Department chair -Faculty 	The program flyers and web-based information is current. Student handbook is accurate. College catalog is accurate	Program director works with IT to update the website information continuously

Program Evaluation Plan - Outcome Table (Continued)

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Students						
Admission criteria	Program admission criteria will align with Chancellor's Office Nursing Program admission criteria	<ul style="list-style-type: none"> • Program admission criteria stated in current college catalog • Program admission information sessions, and application seminars • COADN meeting discussion • Assessment Test results 	Yearly and ongoing	<ul style="list-style-type: none"> • Nursing Director • Admission Committee • Program Evaluation Committee • Faculty 	<p>Program admission, information sessions, and application seminars are provided on a regular basis.</p> <p>Faculty have expressed concern that students' performance is not matching the current admission criteria, such as employment history is not matching the clinical performance</p>	Reviewed current multicriteria merit point's distribution. Faculty agreed to adjust points distribution (will be implemented in Spring 2023) And change the vendor of administering admission exam (Will be implemented in Fall 2022)
Student program progression	Program attrition rate will be less than 15%	<ul style="list-style-type: none"> • Demographic data and attrition/retention reports housed in FileMakerPro • Identification of students at risk • Review of remediation plan. • Reports from the special project coordinator and nursing counselor regarding student remediation • Grading criteria 	Yearly and ongoing	<ul style="list-style-type: none"> • Nursing Director • Program Evaluation Committee • Faculty 	<p>More than 15% program attrition rate noted. Entry-level courses show higher course attrition rates.</p> <p>Faculty expressed the concerns of the current multicriteria screening merit point's distribution that causing the issue of student preparation.</p>	Change the admission criteria. (See above)

Program Evaluation Plan – Outcome Table (Continued)

Area of Evaluation	Target Outcomes	Data Collection Methods	Time Frame	Person Responsible	Results	Analysis and Action Plan
Marketing strategies, program promotion, and student recruitment	Program will demonstrate successful recruitment strategies through the application of a minimum of 200 students per semester	Review of nursing student applications, admission and enrollment figures	Bi-annually	<ul style="list-style-type: none"> • Counseling • Student advisor • Nursing Director • Admission Committee 	Program has exceed target number of applicants	No plan at this time
Student involvement in program, campus, and community	Student representatives attend faculty, curriculum, program evaluation, committee meetings, and CNSA meetings.	Student attendance at different meetings and club activities	Each semester	<ul style="list-style-type: none"> • Students • Committee chairs • Faculty advisors 	Low attendance rate has been noted	Promotion by faculty. Incorporate professional development into N9 leadership course requirements
Graduation Rate	Program will exceed an 85% student graduation rate from each semester	Demographic data and attrition/retention reports housed in FileMakerPro	Each semester	<ul style="list-style-type: none"> • Nursing Director • Program Evaluation Committee 	Program has exceeded 85% graduation rate	No plan at this time
NCLEX- RN passing rate	85% of graduates will pass the NCLEX-RN on the first attempt	The BRN NCLEX–RN quarterly report and annual report	Quarterly and yearly	<ul style="list-style-type: none"> • Nursing Director • Program Evaluation Committee • Faculty 	More than 85% of graduates passed the NCLEX-RN on the first attempt	No plan at this time

Program Evaluation Plan – Outcome Table (Continued)

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Program Graduate satisfaction and competency	<ul style="list-style-type: none"> • 75% of graduates will state that the preparation they received in the program adequately prepared them for entry-level practice. • 75% of graduates will demonstrate entry-level competencies that meet employer expectations 	<ul style="list-style-type: none"> • Graduate Survey • Employer Survey • Annual Advisory Committee meeting 	Bi-annually, 6-months after graduation. Yearly	<ul style="list-style-type: none"> • Nursing Director • Program Evaluation Committee • Faculty 	<ul style="list-style-type: none"> • More than 75% of graduates state that preparation they received in the program adequately prepared them for entry-level practice. • 75% of graduates demonstrate entry-level competencies that meet employer expectations as determined by Employer Surveys and Annual Advisory Committee meeting 	No plan at this time
Post graduate employment and services	More than 80% of graduates will be employed as RNs in the health care industry	Graduate Survey	Bi-annually, 6-months after graduation.	<ul style="list-style-type: none"> • Nursing Director • Program Evaluation Committee 	More than 80% of graduates are employed as RNs in the health care industry	No plan at this time
Post graduate professional scholarship accomplishments	More than 25% of graduates will enroll in a degree program, such as a BSN program	Graduate Survey	Bi-annually, 6-months after graduation.	<ul style="list-style-type: none"> -Nursing Director -Program Evaluation Committee 	Approximately 60% of graduates enrolled in the Fall 2019 and Summer 2020 graduates' survey.	No plan at this time

Program Evaluation Plan – Outcome Table (Continued)

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Faculty						
Faculty member Subject area expertise	100 % of faculty members will be involved in professional development, such as nursing continuing education, maintaining current BCLS and/or ACLS, and an active RN license.	<ul style="list-style-type: none"> • Annual self-evaluation • Current RN license • BCLS and/or ACLS • Tenure evaluation process 	Yearly	<ul style="list-style-type: none"> • Faculty • Nursing Director • Dept Chair • Division Dean 	100% of faculty members are involved in professional developments and maintain current BCLS and/or ACLS, and RN licenses	No plan at this time
Faculty member teaching effectiveness	<ul style="list-style-type: none"> • 100% of faculty will receive a minimum of a “3” rating from students in all areas of the <i>Student Evaluation of Faculty</i> survey • Peer Evaluation resulting from direct observation of faculty in the classroom 	<ul style="list-style-type: none"> • Student Evaluation of Faculty survey • Classroom Visitation report 	Each semester at the end of each course, and as stipulated in the Mt. SAC faculty contract	<ul style="list-style-type: none"> • Faculty • Nursing Director • Dept Chair • Division Dean 	As stipulated in the Mt. SAC faculty contract	The Division Den and associate Dean reviewed the rating with the faculty
Faculty involvement in: <ul style="list-style-type: none"> • Curriculum review • Program admission Criteria • Graduation criteria • Activities to insure student persistence and success such a student counseling and guidance 	<ul style="list-style-type: none"> • 100% of faculty members will be involved in all departmental committees and one campus –wide committee as stipulated in the Mt. SAC faculty contract. • Lead faculty will be assigned to each semester to serve as advisors 	<ul style="list-style-type: none"> • Department record of Faculty assignments to departmental curriculum program evaluation and admission committees and campus committees and attendance recorded in committee minutes • Department record of faculty advisors assigned to each semester. • Faculty advisors assigned to CNSA 	Yearly	<ul style="list-style-type: none"> • Faculty • Nursing Director • Dept Chair 	<ul style="list-style-type: none"> • 100% of faculty members are involved in all departmental committees and one campus committee • 100% of lead faculty members are serving as course advisors 	No plan at this time

Program Evaluation Plan – Outcome Table (Continued)

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Faculty working relationship with nursing program, division administration, academic and support groups at MtSAC and in the community	100% of faculty members will rate their working relationship with nursing program, and administration, academic and support groups within Mt. SAC and community as satisfactory	Informal survey questions regarding faculty working relationships conducted in department meetings	Yearly	Faculty	Data collection pending	Plan pending data collection
Systemic Evaluation Plan						
Review the systemic evaluation plan	100% faculty member approve the evaluation plan	Questions regarding evaluation plan to faculty for review and approval.	Yearly	Faculty, Nursing Director	100% faculty member approved the systemic evaluation plan	No plan at this time