

Assurance of Student Learning Reflection 2024-2025

<i>College of Health and Human Services</i>	<i>School of Nursing and Allied Health</i>
<i>Bachelor of Science in Nursing, 586</i>	
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Is this an online program? ☐ Yes ☒ No	Please make sure the Program Learning Outcomes listed match those in CourseLeaf. Indicate verification here ☐ Yes, they match! (If they don't match, explain on this page under Evaluation)

Instructions: For the 2024-25 assessment, we are asking you to reflect on the last three-year cycle rather than collect data. It's important to take time to look over the results from the last assessment cycle and really focus on a data-informed direction going forward. In collaboration with your assessment team and program faculty, review each submitted template from 2021-2024 and consider the following for each Program Learning Outcome, add your narrative to the template, and submit the draft to your **ASL Rep** by **May 15, 2025**.

Program Student Learning Outcome 1

Program Student Learning Outcome	Apply knowledge from the behavioral, biological, physical, and social sciences, as well as the liberal arts to integrate, translate, and apply evolving nursing knowledge in clinical practice, fostering sound clinical judgment and innovation in nursing. (AACN Domain 1: Knowledge for Nursing Practice).
Evaluation	Our previous outcome # 1 was "Apply knowledge from the behavioral, biological, physical, and social sciences and the liberal arts to provide holistic patient-centered care". This objective was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	Our measurement instrument will continue to be a subcategory from our RN Exit exam from HESI. The subcategory is entitled, "Liberal Education for BSN Generalist". This is a nationally normed test and items in this subcategory specifically address the test taker's ability to appreciate diverse perspectives, integrate knowledge from different disciplines, and problem solve effectively within a nursing context.
Criteria & Targets	Previously, we had utilized the percentage of students who scored 850 or above on this subcategory as our target for success. We have realized that this does not reflect the overall success of our cohort on this section. In future years, we plan to use the overall class mean on the subcategory and compare it to the national average. For example, this year (AY24-25) the national mean on "Liberal Education for BSN Generalist" was 846 compared to 848 for our graduating class.
Results & Conclusion	Results: Over the past two years, our graduating class has not done well on this subcategory of the HESI Exit if we look only at percentages above 850. However, the class average is at or above the national average for this subcategory for both years. Conclusions: The measurement instrument is valid for assessing our new outcome #1 as it looks at the preparation that previous education has on the ability to apply nursing knowledge with diverse populations. We are adjusting how we review and interpret the data from this subcategory for future assessment cycles.

<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #1 to align better with AACN Essentials for BSN Graduates. 2) Adjusted our target for measuring success on our measurement instrument. We will measure the graduating class mean on the “Liberal Education for BSN Generalist” subcategory in comparison to the national norm on the HESI Exit Exam.

Program Student Learning Outcome 2	
Program Student Learning Outcome	Use evidence-based strategies to promote equitable health outcomes, quality improvement, prevent disease, and manage conditions across diverse populations through collaboration with communities, public health organizations, and healthcare systems. (AACN Domain 3: Population Health; AACN Domain 7: Systems-Based Practice).
Evaluation	Our previous program outcome # 2 was “Use the nursing process and quality improvement to provide professional nursing care to promote the health and wellness of culturally diverse patients across the lifespan in a variety of settings. This objective was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	Due to updating our program outcome #2, there is a need to find new measurement instruments to evaluate the outcome. We have selected two new measurement instruments: 1) Practicum journals completed by students in Nursing 422 will be evaluated to see if students are able to use evidence-based strategies to care for diverse populations. Students complete these journals on patients they care for during their required 120-hour practicum experience in their last semester of coursework. 2) Completion of an individualized NCLEX study plan through the Compass program at HESI/Elsevier.
Criteria & Targets	Previously utilized the percentage of students who scored at 850 or above on the subcategories of “Nursing Process” and “Quality Improvement” as our target for success in measuring the previous program outcome #2. We have realized that this does not reflect the overall success of our cohorts in providing direct nursing care to actual patients within a healthcare system. The journals completed in Nursing 422 address the care of actual patients and demonstrate the students’ ability to utilize evidence-based interventions, work with the interdisciplinary team as needed, individualize care, and work within the healthcare system to manage complex patient care. The target will be that 100% of students in Nursing 422 obtain a passing score (77%) or above on their final journal in the course. The second criterion will be the completion of an individualized NCLEX study plan through Compass. This will require the student to use the results of their HESI Launch exam to complete individualized modules related to areas of weakness. The target will be that 100% of students in Nursing 422 complete the required individualized modules with a minimum of 70% on each module.
Results & Conclusion	<u>Results:</u> Over the past two years, our graduating class has not done well on these subcategories of the HESI Exit if we look only at percentages above 850. However, the class average is at or above the national average for this subcategory for both years.

	Conclusions: Due to the change in the outcome, we feel these measurements will no longer be appropriate. Therefore, we are moving to looking at the completion of journals and individualized NCLEX study plans for evaluation in the future.
<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #1 to align better with AACN Essentials for BSN Graduates. 2) Changing our target for measuring success to a) 100% of students will obtain a passing score on their final journal in Nursing 422 and b) 100% of students will complete an individual NCLEX study plan that includes the completion of individualized study modules with a minimum score of 70% or above.

Program Student Learning Outcome 3	
Program Student Learning Outcome	Demonstrate leadership, resilience, and a commitment to lifelong learning by engaging in self-reflection, professional development, and activities that enhance personal well-being, and nursing expertise. (AACN Domain 10: Personal, Professional and Leadership Development)
Evaluation	Our previous program outcome # 3 was “Demonstrate leadership in the practice of professional nursing”. This objective was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	Our previous measurement instrument for this outcome was the number of students who scored above 850 on the HESI Exit Exam subcategory of “Leadership for Quality Care and Patient Safety”. Due to updating our program outcome #3, there is a need to find new measurement instruments to evaluate the outcome. We have selected two new measurement instruments: 1) We will require participation in our preprofessional organization (KANS-Kentucky Association of Nursing Students. This will expose students to opportunities for leadership roles, professional meeting attendance, and service opportunities that extend beyond our classrooms. 2) Students will also complete a self-narrative in Nursing 403 in their last semester of coursework. The purpose of this narrative is to provide an opportunity for reflection on how they have achieved the program outcomes based on their individual experiences in the classroom and clinical settings. 3) Students will have an opportunity to have access to meet with our CHHS Wellness Navigator(s) to enhance their personal well-being and to add wellness concepts into their own personal nursing expertise.
Criteria & Targets	Previously utilized the percentage of students who scored at 850 or above on the subcategory of “Leadership for Quality Care and Patient Safety as our target for success in measuring the previous program outcome #2. We have realized that this measurement does not reflect the overall success of how well our students develop as professionals and leaders in our discipline and does not demonstrate reflection or opportunities for personal and professional well-being. Participation in KANS will allow for personal and professional development in areas of leadership, lifelong learning opportunities and service. The target will be that 100% of students will participate in at least one meeting or event for KANS each semester. Completion of the narrative in Nursing 403 will allow for self-reflection on nursing expertise and professional development across the four semesters of the program. The target is that 100% of students will complete and have a passing score (77% or above) on this assignment. The CHHS Wellness Navigator(s) assist with promoting wellness in multiple dimensions. Students will have opportunities to meet with the

	Wellness Navigator(s) each semester in our building. The target is that 100% of students will have this opportunity.
Results & Conclusion	Results: Over the past two years, our graduating class has not done well on these subcategories of the HESI Exit if we look only at percentages above 850. However, the class average is at or above the national average for this subcategory for both years. Conclusions: Due to the change in the outcome, we feel these measurements will no longer be appropriate. Therefore, we are moving to looking at participation in KANS, a self-narrative reflection paper and access to CHHS Wellness Navigators as measurement instruments.
<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #3 to align better with AACN Essentials for BSN Graduates. 2) Changing our target for measuring success to a) 100% of students will participate in at least one meeting or event with KANS each semester b) 100% of students will complete and score at least a 77% or higher on narrative writing piece in Nursing 403, which requires self-reflection, and c) 100% of students will have the opportunity to meet with a CHHS Wellness Navigator each semester.

Program Student Learning Outcome 4	
Program Student Learning Outcome	Use critical thinking skills to synthesize and apply nursing research and evidence-based practice to improve nursing care, contribute to nursing knowledge, and enhance healthcare systems. (AACN Domain 4: Scholarship for Nursing Discipline).
Evaluation	Our previous program outcome #4 was “Use critical thinking in professional nursing practice”. This objective was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	We will continue to utilize the two subcategories from the HESI Exit Exam that were used in the last two assessment windows to assess this outcome. These subcategories are “Clinical Judgment/Clinical Decision/Critical Thinking” and “Nursing Judgment”. The HESI Exit Exam is nationally normed, and these areas specifically test students’ ability to make decisions in clinical scenarios. We will also add a measure to assess preparedness to use evidence-based practice to improve nursing care. Students will participate in completing an evidence-based poster project in EBP (Nursing 413).
Criteria & Targets	Previously, we had utilized the percentage of students who scored 850 or above on the subcategories discussed above as our target for success. We have realized that this does not reflect the overall success of our cohort for these sections. In future years, we plan to use the overall class mean on the subcategories and compare it to the national average. In addition, we will have a goal of 100% of students participating in the poster assignment in Nursing 413 with 80% achieving an 80% or higher on the assignment.
Results & Conclusion	Results: Over the past two years, our graduating class has not done well on either subcategory score of the HESI Exit if we look only at percentages above 850. However, the class average is at or above the national average for this subcategory for both years for both items. Conclusions: The two subcategory scores continue to be objective measures of applying information and using clinical judgment and critical thinking to make decisions as a nurse. There is a need to add a new component to the assessment of this outcome. We are adding the assessment of participation in an evidence-based poster activity from Nursing 413 to address this gap.

<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #4 to align better with AACN Essentials for BSN Graduates. 2) Adjusted our target for measuring success on our measurement instruments. We will measure the graduating class mean on the “Clinical Judgment/Clinical Decision/Critical Thinking” and “Nursing Judgment” subcategories in comparison to the national norm on the HESI Exit Exam. 3) We will add the target of having 100% of students participate in an evidence-based poster assignment with 80% scoring 80% or higher for this outcome.
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Program Student Learning Outcome 5

Program Student Learning Outcome	Engage in effective communication and collaboration with interprofessional teams, patients, families, and communities to optimize healthcare experiences and outcomes. (AACN Domain 6: Interprofessional Partnerships).
Evaluation	Our previous program outcome #5 was “Use inter and intra professional communications and collaborative skills in professional nursing practice”. This objective was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	Our measurement will continue to be scores on the following subcategories from the HESI EXIT Exam: “Interprofessional Communication”, “Communication”, and “Effective Communication”. The HESI is a nationally normed exam, and the items in these subcategories ask specifically about communication in various healthcare situations with a variety of stakeholders. In addition to the items above, we will be adding a communication simulation from Shadow Health to the Nursing 343 course. This will assess the use of therapeutic communication skills with patients.
Criteria & Targets	Previously, we had utilized the percentage of students who scored 850 or above on these subcategories as our target for success. We have realized that this does not reflect the overall success of our cohort on these sections. In future years, we plan to use the overall class mean on these subcategories and compare it to the national average. In addition, we will add the communication simulation from Shadow Health to Nursing 343. The target will be that 100% of students complete the assignment and that at least 80% of the students score at 80% or above on the assignment.
Results & Conclusion	Results: Over the past two years, our graduating class has not done well on these subcategories of the HESI Exit if we look only at percentages above 850. However, the class average is at or above the national average for these subcategories for both years. Conclusions: The HESI Exit subcategory items continue to be an effective way to assess this category, but we would like additional data specifically on therapeutic communication with patients. Due to this, we are adding the communication simulation from Shadow Health to our measurement targets for this outcome.
<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #5 to align better with AACN Essentials for BSN Graduates. 2) Adjusted our target for measuring success on our measurement instruments. We will measure the graduating class mean on the “Interprofessional Communication”, “Communication”, and “Effective Communication” subcategories in comparison to the national norm on the HESI Exit Exam. 3) We will add the target of having 100% of students participate in a communication simulation assignment from Shadow Health with 80% scoring 80% or higher on the assignment.

Program Student Learning Outcome 6	
Program Student Learning Outcome	Deliver holistic, compassionate, and individualized nursing care that respects patient preferences, cultural values, and social determinants of health, empowering patients to make informed healthcare decisions and participate in their care (AACN Domain 2: Person-Centered Care).
Evaluation	Our previous outcome # 6 was “Demonstrate the role of teacher in professional nursing practice”. This objective was changed in Spring 2025 due to the publication of new Essentials for BSN Graduates by AACN. Our accrediting body, CCNE, expects that we will update our outcomes to align with the AACN Essentials.
Measurement Instruments	Our previous measure for this outcome relied heavily on data related to the skill of patient education and teaching by the professional nurse. In the previous assessment cycle, we looked at student scores on two areas of the HESI Exit Exam (“Teaching and Learning: Patient Education” and “Teaching”). With the change in the objective to focus to include examining determinants of health, patient empowerment in decision making and individualized care; it is necessary to change the measurement instrument for this outcome. We will be assessing two subcategories from the HESI Exit Exam to measure this outcome. The HESI Exit Exam is being used because it is a nationally normed exam with specific subcategories that address this outcome. The first subcategory that will be assessed is “Human flourishing”. This subcategory emphasizes promoting individual self-determination, integrity, and growth, as well as focusing on advocating for holistic well-being, respecting individual dignity and diversity, and fostering a positive environment where individuals can achieve self-actualization. The second subcategory that will be assessed is “Person-Centered Care”. This subcategory directly correlates with the AACN Domain 2 competency of Patient-Centered Care.
Criteria & Targets	The target for both subcategories on the HESI Exit Exam will be that our cohort mean will be at or above the national average in both areas.
Results & Conclusion	Results: Over the past two years, our graduating class has not done well on these subcategories of the HESI Exit used to assess the old version of outcome #6, if we look only at percentages above 850. However, the class average is at or above the national average for these subcategories for both years. Conclusion: The measurement instruments and targets are being changed to better align with AACN Essentials.
<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #6 to align better with AACN Essentials for BSN Graduates. 2) Change the measurement instruments to the subcategories of “Human Flourishing” and “Patient-Centered Care” from the HESI Exit Exam. We will compare our cohort mean score to the national average with the goal of being at or above the national average.

Program Student Learning Outcome 7	
Program Student Learning Outcome	Integrate informatics and healthcare technologies to support clinical decision-making, enhance patient care, and improve healthcare delivery in professional nursing practice. (AACN Domain 8: Informatics and Healthcare Technologies).
Evaluation	Our previous outcome # 7 was “Integrate informatics skills in the selection of evidence-based interventions in professional nursing care”. This outcome was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	Our measurement instruments will continue to be scores from the RN Exit Exam from HESI. The subcategories entitled, “Nursing Informatics”, “Scholarship for Evidence Based Practice” and “Research and EBP” directly relate to using healthcare technology and evidence in nursing practice.

Criteria & Targets	Previously we had utilized the percentage of students who scored at 850 or above on each subcategory as our target for success. We have realized this does not reflect the overall success of our cohort on this outcome. In future years, we will use the overall class mean on these subcategories and compare the scores to the national average to assess this outcome.
Results & Conclusion	Results: Over the past two years of the assessment cycle, the graduating class has not done well on these subcategories of HESI if we look only at individual students scoring above 850 on each item. However, the class mean has been at or above the national average for these subcategories over the years. Conclusion: Measurement instruments are still valid for assessing the new program outcome #7 as they address the use of informatics, health technologies and evidence-based practice in nursing. We are adjusting how we review and interpret the data from these items for future assessment cycles.
<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #7 to better align with AACN Essentials for BSN Graduates. 2) Adjusted our target for measuring success on our measurement instrument.

Program Student Learning Outcome 8	
Program Student Learning Outcome	Demonstrate accountability, integrity, and adherence to the Nursing Code of Ethics and Standards of Professional Nursing Practice while fostering a professional identity that reflects nursing's core values. (AACN Domain 9: Professionalism).
Evaluation	Our previous outcome # 8 was "Adhere to the Nursing Code of Ethics and Standards of Professional Nursing Practice". This outcome was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	Our instrument measure in the past was the percentage of students who score at or above 850 on a subcategory of the HESI Exit entitled "Scope of Practice". We will continue to use this item as a measure of success in this category. With the addition of professional identity to this outcome, it will require additional measurement instruments to fully evaluate. We will add the following two measurement instruments: 1) We will require participation in our preprofessional organization (KANS-Kentucky Association of Nursing Students. This will expose students to opportunities for leadership roles, professional meeting attendance, and service opportunities that extend beyond our classrooms. 2) Students will also complete a self-narrative in Nursing 403 in their last semester of coursework. The purpose of this narrative is to provide an opportunity for reflection on how they have achieved the program outcomes based on their individual experiences in the classroom and clinical settings.
Criteria & Targets	Previously we had utilized the percentage of students who scored at 850 or above on the HESI Exit subcategory of "Scope of Practice" as our target for success. We have realized this does not reflect the overall success of our cohort on this outcome. In future years, we will use the overall class mean on this subcategory and compare it to the national average to assess this outcome. We will add two additional instruments to assess this outcome: 1) Participation in KANS will allow for personal and professional development in areas of leadership, lifelong learning opportunities and service. The target will be that 100% of students will participate in at least one meeting or event for KANS each semester. 2) Completion of the narrative in Nursing 403 will allow for self-reflection on nursing expertise and professional development across the four semesters of the program. The target is that 100% of students will complete and have a passing score (77% or above) on this assignment.

Results & Conclusion	Results: Over the past two years of the assessment cycle, the graduating class had not met the previous target of 80% of the class being above 850 on the subcategory of “Scope of Practice” on the HESI Exit. However, the class mean has been at or above the national average for this subcategory over the years. We will now look at the class mean to determine success on this assessment measure. Conclusion: With the addition of more about professional identity in the program outcome, additional measurement instruments are needed. Two additional areas will also be assessed: KANS membership/participation and grades on the Nursing 403 portfolio.
<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #8 to align better with AACN Essentials for BSN Graduates. 2) Adjusting our measurement target for the HESI Exit subcategory of “Scope of Practice”. 3) Adding additional measurement instruments including a) 100% of students will participate in at least one meeting or event with KANS each semester and b) 100% of students will complete and score at least a 77% or higher on narrative writing piece in Nursing 403, which requires self-reflection on development as a nurse during the time in the program.

Program Student Learning Outcome 9	
Program Student Learning Outcome	Integrate principles of patient safety, quality improvement, and risk reduction to deliver high-quality, equitable nursing care while minimizing harm and enhancing system effectiveness. (Domain 5: Quality and Safety).
Evaluation	Our previous outcome # 9 was “Function as a safe and accountable member of the nursing profession”. This outcome was changed in Spring 2025 due to new Essentials for BSN Graduates being published by AACN. Our accrediting body, CCNE, expects us to update our outcomes to align with the AACN Essentials.
Measurement Instruments	We will continue to use performance on the National Council of State Boards of Nursing (NCSBN) Licensure Examination (NCLEX-RN) to measure this outcome. This is a required nationally normed exam for nursing licensure as a Registered Nurse (RN). All student data is included. The exam is pass/fail with no individual test scores reported. The exam is organized into four major client needs categories which includes: 1) safe and effective care environment, 2) health promotion and maintenance, 3) psychosocial integrity, and 4) physiological integrity. Category 1 is further divided into management of care and safety and infection control. Category 4 is further divided into basic care and comfort, pharmacological and parenteral therapies, reduction of risk potential and physiological adaptation. The exam is designed to measure critical thinking abilities. Integrated processes measured include the nursing process, caring, communication and documentation, teaching/learning, and culture and spirituality. The link to the test plan is: https://www.ncsbn.org/publications/2023-nclex-rn-test-plan
Criteria & Targets	We will continue to use the target of 85% or greater of graduates passing the NCLEX-RN exam on the first attempt as the goal for this outcome.
Results & Conclusion	Results: For the calendar year 2024, the 1st time NCLEX RN pass rate for graduates was 97.1%. NCLEX scores are reported on the calendar year by the Kentucky Board of Nursing. Conclusion: The previous measurement instrument is still appropriate to measure the updated outcome.
<u>**IMPORTANT - Plans for Next Assessment Cycle:</u>	Changes for the next three years include: 1) Updated program outcome #9 to align better with AACN Essentials for BSN Graduates.