



PROAC Form 1 2016-2017

PROGRAM NAME: **Nursing Department**

Protocol Route Slip	Name	Title	Initial	Date
Received by PROAC Chair:	Jackie Che	OIE, Director		
Reviewed by Head of Division:	Barbara K. Merfalen	Dean, Academic Programs & Services		
Reviewed by Program Chair or Manager:	Rosa M. Tudela, RN	Department Chair, Nursing	rmt	7/31/17
Authored by:	Rosa M. Tudela, RN	Department Chair, Nursing	rmt	Submitted on 7/31/17 [resubmitted 8/1/18 with minor corrections only]

Reviewed by PROAC Member: _____

Date reviewed: _____

NMC MISSION STATEMENT (Column 1)	Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth.
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INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
What will students be able to know, do, think or value because of a given educational experience? (SLO) What will the unit provide, improve, or increase? OR What will the clients be satisfied with, receive or understand? (AUO) Identify outcome as a Student Learning Outcome (SLO) or Administrative Unit Outcome (AUO). Begin SLO's, "Students will..." Begin AUO's, To [verb]..." Priority Initiative- what priority initiative does your outcome link to in the PROA SP 2013-2014?	What are the specific assessment tools that will establish the degree and extent of what is to be achieved? What are our criteria for success? Action Timeline- what month and year will the outcome be completed?	Summarize findings vis-à-vis outcomes, assessment tools, and criteria for success.	Discuss implications of the data in terms of the following: 1) Link to goals, outcomes, tools, data collection and analysis; 2) Improvement plan vis-à-vis student learning; 3) Resources required

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Rubric

NMC MISSION STATEMENT (Column 1)	Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth.
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<p><i>Criteria for Success</i></p> <p><input type="checkbox"/> indicates course or program level assessment.</p> <p><input type="checkbox"/> aligns with NMC's mission.</p> <p><input type="checkbox"/> (for SLOs) states what students will know, do, think, or feel.</p> <p><input type="checkbox"/> (for AUOs) states what the unit/program is currently providing that may improve what clients will understand, be satisfied with, or receive.</p> <p><input type="checkbox"/> is measurable (can be observed or tested).</p> <p><input type="checkbox"/> is central to the course / program.</p>	<p><i>Criteria for Success</i></p> <p><input type="checkbox"/> identifies specific assessment method category (course embedded assessment, test, portfolio, standardized test, survey , etc.) for each SLO.</p> <p><input type="checkbox"/> details at least two (2) assessment methods/tools to be used to measure each SLO.</p> <p><input type="checkbox"/> identifies specific assessment method category (focus group, survey, etc..) for each AUO.</p> <p><input type="checkbox"/> details the assessment method used to measure each AUO.</p> <p>Criteria for Success:</p> <p><input type="checkbox"/> (for SLOs) establishes minimum expected score for success at achieving outcome.</p> <p><input type="checkbox"/> (for SLOs) quantifies (% or fraction) of students who are expected to meet minimum score.</p> <p><input type="checkbox"/> (for AUOs) establishes minimum expected score for success at achieving outcome.</p> <p><input type="checkbox"/> (for AUOs) quantifies (% or fraction) of clients (or items measures) expected to meet minimum score.</p>	<p><i>Criteria for Success</i></p> <p><input type="checkbox"/> addresses the means of assessment and criteria for success statement in the Means of Assessment/Criteria for Success section (Column 3 of the Five Column Model).</p> <p><input type="checkbox"/> reports the actual results and compares with the number (% , fraction, actual number) originally expected to meet the minimum score.</p> <p><input type="checkbox"/> highlights key findings from the data.</p>	<p><i>Criteria for Success</i></p> <p><input type="checkbox"/> aligns with the summary of data in the Summary of Data section (Column 4 of the Five Column Model).</p> <p><input type="checkbox"/> uses present-continuous or past tense.</p> <p><input type="checkbox"/> reports what the unit/program members have done or are doing as a result of the findings.</p> <p><input type="checkbox"/> identifies who has made or is making the changes.</p> <p><input type="checkbox"/> indicates when the recommendation is to be implemented.</p> <p><input type="checkbox"/> indicates when the unit/program may expect to see an impact as a result of the actions taken.</p>

PROAC Form 1

Cycle 10 (Oct. 2016-July 2017)

Nursing Department

<p>NMC MISSION STATEMENT (Column 1)</p>	<p>Northern Marianas College, through its commitment to student learning, provides high quality, affordable and accessible educational programs and services for the individual and people of the Commonwealth.</p>
<p>EXPANDED STATEMENT OF INSTITUTIONAL PURPOSE (ESIP)</p>	<p>The purpose of the Nursing Department is to advocate for locally educated and licensed nurses to work in the various health care provider agencies in the Commonwealth of the Northern Mariana Islands as well as in the Pacific region by providing career guidance, education and the nursing knowledge and skills necessary to be eligible to take the National Council Licensure Examination and become Registered Nurses in support of the Northern Marianas College mission.</p>

<p>INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)</p>	<p>MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)</p>	<p>SUMMARY OF DATA COLLECTED (Column 4)</p>	<p>USE OF RESULTS (Column 5)</p>
<p>NU PLO 5: Demonstrate caring interventions that assist the client in meeting his/her needs, to promote, maintain and reduce health risks.</p> <p>FY 2016 Priorities <i>Imperative 1 – Increase Relevance to CNMI Workforce and Community Needs</i> <i>Priority Initiative:</i> 1.D.4. Ensure program offerings match the CNMI employment needs of the CNMI by aligning program curricula with the needs of the CNMI employers in key industries leading to economic growth and economic value to graduates.</p> <p>1.D.5. Ensure program offerings match the employment needs of the CNMI by integrating entrepreneurship, work ethic, and life skills across all curricula.</p>	<p>Utilizing the student clinical self-evaluation form (Student/Instructor collaboration), first year & second year nursing students will be evaluated in the following criteria (using mid-term & final evaluation forms). First year students are expected to perform at 1-2 levels [75-85%] and second year students are expected to perform at 2-3 levels (90-100%).</p> <p>Rating Scale for Clinical Evaluation: 3-Knowledgeable/performs without or with minimal assistance 2-Performs with moderate to minimal assistance/needs review practice 1-Lack knowledge/unable to perform without assistance, requires review & practice 0-Opportunities available/student did not do (due to lack of pre-planning, prioritization or missed clinical) No-No opportunity</p>	<p>For cycle 10 of Program Review, we looked at data coming from fall semester 2016 and spring semester 2017. The courses being evaluated for fall semester 2016 include NU 105 and NU 207 final clinical self-evaluation forms. The sections include: Section B – Safety; subsection a, b, c. Section D – Communicator; subsection a, b, c., and Section E – Member of Profession; subsection a, c, d.</p> <p>The PLOs being evaluated in this cycle include: PLO 5, PLO 6, PLO 7, and PLO 8. See all the discussions below.</p>	

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<p>1.D.6. Ensure program offerings match the employment needs of the CNMI by creating stronger relationships with local employers to improve curriculum, engage students in internships or work related experiences, and enhance job placements upon graduation.</p>	<p>B. Safety (Student Clinical Self-Evaluation Form)</p> <ul style="list-style-type: none"> a. Observes and maintains universal precautions. Assesses and alters physical environment as needed to prevent injury (safety of patient, family and team members). Assesses and intervenes as needed to maintain patient's level of comfort. b. Safely administers medications, monitor IV's and treatment to all assigned patients. Demonstrates ability to care for patients with tubes and orthopedic devices. c. Assists with positioning, transfer and perform other skills as needed while maintaining safety on the patient. Recognizes own limitations and seeks assistance when necessary. Refrain from doing procedures that are beyond level of expertise and/or legal practice. 	<p>For PLO 5, Section B – Safety; subsection a, b, c: Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students – Reviewed 32 final clinical self-evaluation forms x 3 (highest possible pts) = 76 points (total possible points). For subsection a: 1 students scored 1 (1x1=1pt), 30 students scored 2 (30x2=60pts), 1 student scored 3 (1x3=3pts), points totaling 64 points. Therefore, 64/76=84%. Threshold set: 75-85%. Percentage met: 84%. This is just 1% less of expected threshold for performance in this subsection under safety. First year nursing students need to be reminded that safety of patients, families and healthcare team members is critical. They need to work towards meeting 100% threshold by their second year of nursing training. For subsection b, reviewed 32 final clinical self-evaluation forms, however 10 out of the 32 did not show performance of subsection b because students did not have an opportunity to administer medications (oral, topical, rectal, subcutaneous & intramuscular injections only). Only 22 will be included in the computation – 22 x 3 = 66 possible points. In this subsection b: 7 students scored 1 (7x1=7pts), and 15 students scored 2 (15x2=30pts), points totaling 37 points. Therefore, 37/66=56%. Threshold set: 75-85%. Percentage met: 56%. This is way below the set threshold and unacceptable. First year nursing students must practice, practice, and more practice with their medication administration skills in the skills lab to meet threshold set for first year nursing students. For subsection c, reviewed 32 final clinical self-evaluation forms, however, 4 out of the 32 did not show performance of subsection c because students did not have an opportunity. Only 28 will be included in the computation – 28x3=84 total possible points.</p>	<p>Department Chair will share results of PLO 5 review for NU 105 course for first year nursing students to faculty when return for fall 2017. Students are not meeting set threshold under Section B – safety; subsection a, b, & c. The biggest challenge for the department is not having a dedicated nursing faculty for skills lab to work with the first year nursing students in practicing, practicing, and more practicing in their basic nursing skills. Department Chair and two full-time nursing faculty are having to handle skills lab as needed on top of teaching lecture and supervising students in clinical. Passing the return demonstration of skills at minimum 75% is not enough for students to apply these skills in clinical. Frequent practice after return demonstration is a must and has to be taken upon by the student's initiatives to practice and bring their skills up to a comfortable and safe level of performance. Department Chair will seek feedback from faculty on how to best address the lack of students practicing on their skills in skills lab with assigned partner(s). Skills performance has to be up to set threshold for acceptable and safe care of patients.</p> <p>Recruitment for a nursing faculty to handle skills lab and supervise students in clinical is ongoing. Advertisement for vacant position has been placed on Higher Ed website and others by HR office. No applicants have responded yet to vacancy announcement to date.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
		<p>In subsection c: 4 students scored 1 (4x1=4pts), 24 students scored 2 (24x2=48pts), and 1 student scored 3 (1x3=3pts), points totaling 55 points. Therefore, 55/84=65%. Threshold set: 75-85%. Percentage met: 65%. This is way below the set threshold and unacceptable. First year nursing students must practice, practice, and more practice with their basic nursing skills in the skills lab to meet threshold set for first year nursing students.</p> <p>Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – Reviewed 34 final clinical self-evaluation forms x 3 (highest possible points) = 102 (total possible points). For subsection a: 7 students scored 2 (7x2=14pts), 27 students scored 3 (27x3=81pts), points totaling 95 points. Therefore, 95/102=93%. Threshold set: 90-100%. Percentage met: 93%. The second year nursing students, in their first semester of being second year, exceeded the threshold of acceptable and safe performance under this subsection. Great job!</p> <p>For subsection b: Reviewed 34 final clinical self-evaluation forms and 1 out of the 34, student did not have an opportunity. Only 33 will be included in the computation – 33x3=99 total possible points. In this subsection b: 2 students scored 1 (2x1=2pts), 21 students scored 2 (21x2=42pts), 10 students scored 3 (10x3=30pts), points totaling 74 points. Therefore, 74/99=75%. Threshold set: 90-100%. Percentage met: 75%. In this course, IV medication administration is being introduced for the first time, and this could be one reason in explaining students not meeting threshold.</p> <p>For subsection c: Reviewed 34 final clinical self-evaluation forms x 3 = 102 (total possible points). In this subsection c: 10 students scored 2 (10x2=20pts), 24 students scored 3 (24x3=72pts), points totaling 92 points. Therefore, 92/102=90%. Threshold set: 90-100%. Percentage met: 90%. The percentage met is at the low end and students must be encouraged to keep practicing basic</p>	<p>Department Chair will share results of PLO 5 review for second year nursing students to faculty when return for fall 2017. Department Chair will seek feedback from faculty on how to best address below threshold performance of subsection b. In addition, discuss how to improve student performance for subsection c where students only met set threshold at a very minimum – low end of the set threshold and we must ensure that our students are performing and providing an acceptable and safe level of patient care.</p>

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		<p>nursing skills in Skills Lab with their partners.</p> <p>Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students – Section B, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 32x3, total possible points = 96 points. 89/96 = 93%. Threshold set: 75-85%. Percentage met: 93%. Students exceeded threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. 73/93=78%. Threshold set: 75-85%. Percentage met: 78%. Students met the threshold. Great job! For subsection c: Reviewed 35 final clinical self-evaluation forms. Calculated only 30x3, total possible points = 90 points. 80/90=89%. Threshold set: 75-85%. Percentage met: 89%. Students exceeded the threshold. Great job!</p> <p>Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students -Section B, subsection a: Reviewed 28 final clinical self-evaluation forms 28x3, total possible points = 84 points. 65.5/84=78%. Threshold set: 75-85%. Percentage met: 78%. Great job! For subsection b: Reviewed 28 final clinical self-evaluation forms. Calculated only 13x3, total possible points = 39 points. 27/39=69%. Threshold set: 75-85%. Percentage met: 69%. Students performed way below threshold. This is major deficiency. For subsection c: Reviewed 28 final clinical self-evaluation forms. Calculated only 24x3, total possible points = 72 points. 53.5/72=74%. Threshold set: 75-85%. Percentage met: 74%. This is just 1% below threshold, but still a concern that must be addressed.</p>	<p>Department Chair will share results of PLO 5 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.</p> <p>In NU 107 course, the first year nursing students in their second semester of training met or exceeded the threshold. These showed students have improved in their performance for handling adult patients on medical/surgical inpatient units.</p> <p>Department Chair will share results of PLO 5 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p> <p>In NU 203 course, the first year nursing students still did a great job in meeting subsection a. However, great concern in subsection b for safe medication administration in Obstetric Unit at CHCC hospital. Department Chair needs to discuss with faculty what could be the problem here and how we can correct student performance in medication administration for this course level. In addition, subsection c also needs to be looked at. This is showing that students again have to practice, practice and more practice with their basic nursing skills in Skills Lab.</p> <p>Department Chair will share results of PLO 5 for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p>

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		<p>Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students</p> <p>-Section B, subsection a: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 106/108=98%. Threshold set: 90-100%. Percentage met: 98%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 103/108=95%. Threshold set: 90-100%. Percentage met: 95%. Great job! For subsection c: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 108/108=100%. Threshold set: 90-100%. Percentage met: 100%. Excellent job!</p>	<p>In NU 212, the second year nursing students in their last medical-surgical nursing course met and exceeded threshold set for this section of safety. The students performed at acceptable and safe level of patient care.</p> <p>Department Chair will share results of PLO 5 review for second year nursing students for spring 2017 to faculty when return for fall 2017.</p>

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<p>NU PLO 6: Lead and manage care for groups of clients to promote positive health outcomes.</p> <p>FY 2016 Priorities <i>Imperative 1 – Increase Relevance to CNMI Workforce and Community Needs</i> Priority Initiative: 1.D.4. Ensure program offerings match the CNMI employment needs of the CNMI by aligning program curricula with the needs of the CNMI employers in key industries leading to economic growth and economic value to graduates.</p> <p>1.D.5. Ensure program offerings match the employment needs of the CNMI by integrating entrepreneurship, work ethic, and life skills across all curricula.</p> <p>1.D.6. Ensure program offerings match the employment needs of the CNMI by creating stronger relationships with local employers to improve curriculum, engage students in internships or work related experiences, and enhance job placements upon graduation.</p>	<p>D. Communicator (Student Clinical Self-Evaluation Form)</p> <p>a. Utilizes therapeutic communication skills in interacting with patient & families in gathering, recording & assessing patient information & delivery of care. Communicates effectively with people of diverse orientations. Communicates effectively with people with disabilities.</p> <p>b. Receives report at the beginning of the shift. Receives report for a transfer or new admission. Gives an accurate, concise and timely report to staff members and to on-coming shift.</p> <p>c. Demonstrates the correct use of each of the following formats for nursing documentation:</p> <ul style="list-style-type: none"> a. Nursing Assessment b. Nursing Care Plan c. Nurses Progress Notes d. Flow Sheet e. Graphic Sheet f. Medication Sheet g. Nursing Kardex h. Discharge Teaching i. Discharge Planning Rounds/Discharge Summary j. Other forms required by the hospital or clinic <p>d. Document completely, accurately, concisely and factually avoiding legal problems – including documenting in the Electronic Health Record (EHR).</p>	<p>Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students -Section D, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 57/96=59%. Threshold set: 75-85%. Percentage met: 59%. Students did not meet threshold, performance way below threshold. Major concern! Oral communication/expressing one-self to others need a lot of attention. For subsection b: Reviewed 32 final clinical self-evaluation forms, but only 29 will be used in calculation – 29x3=87 points. 44/87=51%. Threshold set: 75-85%. Percentage met: 51%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s).</p> <p>For subsection c & d: Reviewed 32 final clinical self-evaluation forms, but only 30 will be used in calculation – 30x3=90 points. 48/90=53%. Threshold set: 75-85%. Percentage met: 53%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).</p> <p>Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – Section D, subsection a: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. 76/102=75%. Threshold set: 90-100%. Percentage met: 75%. Students did not meet threshold, performance way below threshold. Major concern with second year students! Oral communication/expressing one-self to others need a lot of attention.</p>	<p>In NU 105, the first year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty on how to best address these major deficiencies. Communication skills in both oral and written forms are critical in nursing practice.</p> <p>Department Chair will share results of PLO 6 review for NU 105 course for first year nursing students for fall 2016 to faculty when return for fall 2017.</p> <p>In NU 207, the second year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty in how to best address these major deficiencies. Again, communication skills in both oral and written forms are critical in nursing practice. These students are second year and will be graduating soon. Problem must be addressed.</p>

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		<p>For subsection b: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 81/102=79%. Threshold set: 90-100%. Percentage met: 79%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s).</p> <p>For subsection c & d: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 82/102=80%. Threshold set: 90-100%. Percentage met: 80%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).</p>	<p>Department Chair will share results of PLO 6 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.</p>

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		<p>Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students -Section D, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. 76/93=82%. Threshold set: 75-85%. Percentage met: 82%. Students met threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms, but only 31 will be used in calculation – 31x3=93 points. 73/93=78%. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. Great job! For subsection c & d: Reviewed 35 final clinical self-evaluation forms, but only 32 will be used in calculation – 32x3=96 points. 72/96=75%. Threshold set: 75-85%. Percentage met: 75%. Students met threshold, but at the low end of threshold. Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).</p> <p>Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students - Section D, subsection a: Reviewed 28 final clinical self-evaluation forms. Calculated only 27x3, total possible points = 81 points. 58/81=71%. Threshold set: 75-85%. Percentage met: 71%. Students did not meet threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – 24x3=72 points. 48/72=67%. Threshold set: 75-85%. Percentage met: 67%. Students did not meet threshold. For subsection c & d: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – 24x3=72 points. 47.5/72=66%. Threshold set: 75-85%. Percentage met: 66%. Students did not meet threshold. Students require review and a lot of practice in their oral, written documentation for various hospital forms and documentation in the electronic health record (EHR).</p>	<p>In NU 107 course, the first year nursing students in their second semester of training met the threshold for all four subsections. These showed students have improved in their performance in communicating with adult patients on medical/surgical inpatient units.</p> <p>Department Chair will share results of PLO 6 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p> <p>In NU 203 course, the first year nursing students did not meet the threshold for all four subsections. This is a great concern in student communication skills for this course, as they rotated through OB/Nursery, Pediatric and L&D units. Department Chair needs to discuss with faculty what could be the problem here and how we can correct student performance.</p> <p>Department Chair will share results of PLO 6 review for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p>

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		<p>Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students</p> <p>-Section D, subsection a: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 98/108=92%. Threshold set: 90-100%. Percentage met: 92%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 101/108=93%. Threshold set: 90-100%. Percentage met: 93%. Great job! For subsection c & d: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 101/108=94%. Threshold set: 90-100%. Percentage met: 94%. Great job!</p>	<p>In NU 212, the second year nursing students in their last medical-surgical nursing course met threshold for all subsections under communication. However, we still need to continue to work closely with our graduating students to improve their communication skills and meet threshold at 100%.</p> <p>Department Chair will share results of PLO 6 review for NU 212 course for second year nursing students for spring 2017 to faculty when return for fall 2017.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
<p>NU PLO 7: Practice effective communication through the use of oral, written and technological skills to educate and collaborate with clients, significant support persons, community agencies and other members of the health care team.</p> <p>FY 2016 Priorities <i>Imperative 1 – Increase Relevance to CNMI Workforce and Community Needs</i> Priority Initiative: 1.D.4. Ensure program offerings match the CNMI employment needs of the CNMI by aligning program curricula with the needs of the CNMI employers in key industries leading to economic growth and economic value to graduates.</p> <p>1.D.5. Ensure program offerings match the employment needs of the CNMI by integrating entrepreneurship, work ethic, and life skills across all curricula.</p> <p>1.D.6. Ensure program offerings match the employment needs of the CNMI by creating stronger relationships with local employers to improve curriculum, engage students in internships or work related experiences, and enhance job placements upon graduation.</p>	<p>D. Communicator (Student Clinical Self-Evaluation Form)</p> <ol style="list-style-type: none"> a. Utilizes therapeutic communication skills in interacting with patient & family in gathering, recording & assessing patient information & delivery of care. Communicates effectively with people of diverse orientations. Communicates effectively with people with disabilities. b. Receives report at the beginning of the shift. Receives report for a transfer or new admission. Gives an accurate, concise and timely report to staff members and to on-coming shift. c. Demonstrates the correct use of each of the following formats for nursing documentation: <ol style="list-style-type: none"> a. Nursing Assessment b. Nursing Care Plan c. Nurses Progress Notes d. Flow Sheet e. Graphic Sheet f. Medication Sheet g. Nursing Kardex h. Discharge Teaching i. Discharge Planning Rounds/Discharge Summary j. Other forms required by the hospital or clinic d. Document completely, accurately, concisely and factually avoiding legal problems – including documenting in the Electronic Health Record (EHR). 	<p>Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students -Section D, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 57/96=59%. Threshold set: 75-85%. Percentage met: 59%. Students did not meet threshold, performance way below threshold. Major concern! Oral communication/expressing one-self to others need a lot of attention.</p> <p>For subsection b: Reviewed 32 final clinical self-evaluation forms, but only 29 will be used in calculation – 29x3=87 points. 44/87=51%. Threshold set: 75-85%. Percentage met: 51%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s).</p> <p>For subsection c & d: Reviewed 32 final clinical self-evaluation forms, but only 30 will be used in calculation – 30x3=90 points. 48/90=53%. Threshold set: 75-85%. Percentage met: 53%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).</p> <p>Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – Section D, subsection a: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. 76/102=75%. Threshold set: 90-100%. Percentage met: 75%. Students did not meet threshold, performance way below threshold. Major concern with second year students! Oral communication/expressing one-self to others need a lot of attention.</p>	<p>In NU 105, the first year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty on how to best address these major deficiencies. Communication skills in both oral and written forms are critical in nursing practice.</p> <p>Department Chair will share results of PLO 6 review for NU 105 course for first year nursing students for fall 2016 to faculty when return for fall 2017.</p> <p>In NU 207, the second year nursing students did not meet threshold for all four subsections under communication. Department Chair needs feedback from faculty in how to best address these major deficiencies. Again, communication skills in both oral and written forms are critical in nursing practice. These students are second year and will be graduating soon. Problem must be addressed.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
		<p>For subsection b: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 81/102=79%. Threshold set: 90-100%. Percentage met: 79%. Students did not meet threshold, performance way below threshold. Major concern! Students are not comfortable or know how to receive report or give report about assigned patient(s).</p> <p>For subsection c & d: Reviewed 34 final clinical self-evaluation forms – 34x3, total possible points = 102 points. 82/102=80%. Threshold set: 90-100%. Percentage met: 80%. Students did not meet threshold, performance way below threshold. Major concern again! Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).</p>	<p>Department Chair will share results of PLO 6 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
		<p>Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students -Section D, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. 76/93=82%. Threshold set: 75-85%. Percentage met: 82%. Students met threshold. Great job! For subsection b: Reviewed 35 final clinical self-evaluation forms, but only 31 will be used in calculation – 31x3=93 points. 73/93=78%. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. Great job! For subsection c & d: Reviewed 35 final clinical self-evaluation forms, but only 32 will be used in calculation – 32x3=96 points. 72/96=75%. Threshold set: 75-85%. Percentage met: 75%. Students met threshold, but at the low end of threshold. Students require review and a lot of practice in their written documentation for various hospital forms and documentation in the electronic health record (EHR).</p> <p>Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students - Section D, subsection a: Reviewed 28 final clinical self-evaluation forms. Calculated only 27x3, total possible points = 81 points. 58/81=71%. Threshold set: 75-85%. Percentage met: 71%. Students did not meet threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – 24x3=72 points. 48/72=67%. Threshold set: 75-85%. Percentage met: 67%. Students did not meet threshold. For subsection c & d: Reviewed 28 final clinical self-evaluation forms, but only 24 will be used in calculation – 24x3=72 points. 47.5/72=66%. Threshold set: 75-85%. Percentage met: 66%. Students did not meet threshold. Students require review and a lot of practice in their oral, written documentation for various hospital forms and documentation in the electronic health record (EHR).</p>	<p>In NU 107 course, the first year nursing students in their second semester of training met the threshold for all four subsections. These showed students have improved in their performance in communicating with adult patients on medical/surgical inpatient units.</p> <p>Department Chair will share results of PLO 6 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p> <p>In NU 203 course, the first year nursing students did not meet the threshold for all four subsections. This is a great concern in student communication skills for this course, as they rotated through OB/Nursery, Pediatric and L&D units. Department Chair needs to discuss with faculty what could be the problem here and how we can correct student performance.</p> <p>Department Chair will share results of PLO 6 review for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
		<p>Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students</p> <p>-Section D, subsection a: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 98/108=92%. Threshold set: 90-100%. Percentage met: 92%. Great job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 101/108=93%. Threshold set: 90-100%. Percentage met: 93%. Great job! For subsection c & d: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 101/108=94%. Threshold set: 90-100%. Percentage met: 94%. Great job!</p>	<p>In NU 212, the second year nursing students in their last medical-surgical nursing course met threshold for all subsections under communication. However, we still need to continue to work closely with our graduating students to improve their communication skills and meet threshold at 100%.</p> <p>Department Chair will share results of PLO 6 review for NU 212 course for second year nursing students for spring 2017 to faculty when return for fall 2017.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
<p>NU PLO 8: Continuously assess and evaluate own individual learning needs for advances and/or continuing education as part of professional/or continuing education, as accountable and responsible members of the nursing profession.</p> <p>FY 2016 Priorities Imperative 2: Ensure Continued Accreditation Priority Initiative: 2.D. Create an organization committed to quality assurance, institutional learning, and improvement.</p> <p>Imperative 4: Improve Student Success and Support Priority Initiative: 4.C.1 Provide data in a format that will improve and lead the institution to student success by expanding access to important data for all faculty and front-line staff. 4.D. Understand students by obtaining more information about them and their educational goals. 4.E. Provide innovative and high quality support services that enable students to successfully navigate their pathways to achieving their educational goals.</p> <p>Imperative 5: Strengthen Operations and Resource Development Priority Initiative: 5.D. Maximize funding opportunities through appropriations, grants, the NMC Foundation, and other sources to align with institutional priorities.</p>	<p>E. Member of Profession (Student Clinical Self-Evaluation Form)</p> <p>a. Familiarizes self with job descriptions of team members; Assumes accountability, responsibility and authority for delegated task; Demonstrates problem solving skills; Demonstrates adaptability/flexibility; Consistently accepts responsibility and accountability for own actions; Demonstrates trustworthy behavior.</p> <p>b. Seeks additional learning experience beyond assigned patient care; Evaluates progress and shows plan for growth; Follows through on constructive suggestions related to patient care; Accepts criticism positively</p> <p>c. Participates in pre & post conferences and shares pertinent patient and staff experiences while maintaining confidentiality; works alongside a primary nurse of assigned patient(s); Relates appropriately with patient & family, other healthcare team members, students & instructors.</p>	<p>Course: Fall 2016, NU 105 – Basic Nursing Concepts & Skills, first year nursing students -Section E, subsection a: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 60.5/96=63%. Threshold set: 75-85%. Percentage met: 63%. Students did not meet threshold, performed way below threshold. Require students to continue learning and knowing all aspects about being in the nursing profession. For subsection b: Reviewed 32 final clinical self-evaluation forms. Calculated only 31x3, total possible points = 93 points. 63/93=68%. Threshold set: 75-85%. Percentage met: 68%. Students did not meet threshold, performed way below threshold. Students need to take initiatives in learning beyond requirement or expectations to broaden their knowledge of becoming a member of the nursing profession. For subsection c: Reviewed 32 final clinical self-evaluation forms, 32x3, total possible points = 96 points. 59.5/96=62%. Threshold set: 75-85%. Percentage met: 62%. Students did not meet threshold, performed way below threshold. Students need to actively participate and be a team player. Nursing care cannot be done alone. Everyone involve in the care of patients must work as a team.</p> <p>Course: Fall 2016, NU 207 – Medical-Surgical Nursing II, second year nursing students – -Section E, subsection a: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. 88/102=86%. Threshold set: 90-100%. Percentage met: 86%. Students did not meet threshold, performed a little below (less 4 points) the threshold. Still require knowing all about being in the nursing profession.</p>	<p>Department Chair needs feedback from faculty on how to help students meet threshold for all subsections indicated and be a better future member of the nursing profession.</p> <p>Department Chair will share results of PLO 8 review for NU 105 course for first year nursing students for fall 2016 to faculty when return for fall 2017.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
		<p>For subsection c: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. 90/102=88%. Threshold set: 90-100%. Percentage met: 88%. Students did not meet threshold, performed a little below (less 2 points) the threshold. Students need to take initiatives in learning beyond requirement or expectations. For subsection d: Reviewed 34 final clinical self-evaluation forms, 34x3, total possible points = 102 points. 90/102=88%. Threshold set: 90-100%. Percentage met: 88%. Students did not meet threshold, performed a little below (less 2 points) the threshold. Students need to actively participate and work as a team.</p> <p>Course: Spring 2017, NU 107 – Medical-Surgical Nursing I, first year nursing students -Section E, subsection a: Reviewed 35 final clinical self-evaluation forms. Calculated only 32x3, total possible points = 96 points. 87/96=91%. Threshold set: 75-85%. Percentage met: 91%. Students exceeded the threshold. Excellent job! For subsection b: Reviewed 35 final clinical self-evaluation forms. Calculated only 32x3, total possible points = 96 points. 87/96=91%. Threshold set: 75-85%. Percentage met: 91%. Students exceeded the threshold. Excellent job! For subsection c: Reviewed 35 final clinical self-evaluation forms. Calculated only 33x3, total possible points = 99 points. 91/99=92%. Threshold set: 75-85%. Percentage met: 92%. Students exceeded the threshold. Excellent job!</p>	<p>Department Chair will share results of PLO 8 review for NU 207 course for second year nursing students for fall 2016 to faculty when return for fall 2017.</p> <p>In this NU 107, students exceeded the threshold for all subsections. Excellent job! Department Chair needs feedback from faculty on what were done to help students performed so well.</p> <p>Department Chair will share results of PLO 8 review for NU 107 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p>

INTENDED PROGRAM/SERVICE OUTCOMES (Column 2)	MEANS OF ASSESSMENT AND SUCCESS CRITERIA (Column 3)	SUMMARY OF DATA COLLECTED (Column 4)	USE OF RESULTS (Column 5)
		<p>Course: Spring 2017, NU 203 – Maternal-Child Nursing, first year nursing students -Section E, subsection a: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. 65.5/84=78%. Threshold set: 75-85%. Percentage met: 78%. Students met threshold. For subsection b: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. 67.5/84=80%. Threshold set: 75-85%. Percentage met: 80%. Students met threshold. For subsection c: Reviewed 28 final clinical self-evaluation forms, 28x3, total possible points = 84 points. 63.5/84=76%. Threshold set: 75-85%. Percentage met: 76%. Students met threshold.</p> <p>Course: Spring 2017, NU 212 – Medical-Surgical Nursing III, second year nursing students -Section E, subsection a: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 108/108=100%. Threshold set: 90-100%. Percentage met: 100%. Students met threshold at the high end of the threshold. Excellent job! For subsection b: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 107/108=99%. Threshold set: 90-100%. Percentage met: 99%. Students met threshold at the high end of the threshold. Excellent job! For subsection c: Reviewed 36 final clinical self-evaluation forms, 36x3, total possible points = 108 points. 106/108=98%. Threshold set: 90-100%. Percentage met: 98%. Students met threshold at the high end of the threshold. Excellent job!</p>	<p>In this NU 203, students met the threshold for all subsections. Great job! Department Chair needs feedback from faculty on what were done to help students meet the threshold.</p> <p>Department Chair will share results of PLO 8 review for NU 203 course for first year nursing students for spring 2017 to faculty when return for fall 2017.</p> <p>In this NU 212, students met the threshold for all subsections very well. Subsection a – met at 100%, while subsection b & c, met at 98-99%. Awesome job by the second year nursing students and graduating class of 2017. Department Chair needs feedback from faculty on what were done to help students performed so well!</p> <p>Department Chair will share results of PLO 8 review for NU 212 course for second year nursing students for spring 2017 to faculty when return for fall 2017.</p>