

UNIT REPORT

**Nurse Educator SMART
FY17**

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Closing the Loop**Start:** 07/01/2016**End:** 06/30/2017**Progress:****Providing Department:** Nurse Educator**Responsible Roles:**

In the text box below, please complete your annual assessment summary in which you close the loop on each outcome from the previous years' SMART. Please see the information tab ("i") for additional details.:

1. Outcome 1 measures student communication in interactions with others to include interpersonal, presentations, and in scholarly writing. This outcome was measured with both direct and indirect measures. The percent of students rating themselves as "fully met" or higher was 100%. It is worth noting that the class consisted of five graduates, with three (60%) completing the surveys. This outcome is evaluated every two years, and because it is a new program and there were no 2015 graduates, comparison data is not available. This outcome will be measured again in FY 2019 and comparisons will be made between the outcomes.

2. Outcome 2 measures student ability to improve healthcare outcomes using scholarly inquiry and analysis of evidence. This outcome was achieved with both direct and indirect measures. The percent of students rating themselves as achieving this outcome at fully met or higher was 100%, the benchmark was set at 80%. This outcome is evaluated every two years, and because it is a new program and there were no 2015 graduates, comparison data is not available. This outcome will be measured again in FY 2019 and comparisons will be made between the outcomes.

3. Outcome 3 measures advanced leadership and management outcomes to improve healthcare delivery systems. This outcome was achieved with both direct and indirect measures. The percent of students rating themselves as achieving this outcome at fully met or higher was 100%, the benchmark was set at 80%. 100% of students achieved a score of 7 or higher on the portion of the portfolio rubric evaluating this outcome. This outcome is evaluated every two years, and because it is a new program and there were no 2015 graduates, comparison data is not available. This outcome will be measured again in FY 2019 and comparisons will be made between the outcomes.

4. Outcome 4 measures use of legal and ethical professional standards. This cycle we included a midpoint measure, which was achieved at 100%. The percent of students rating themselves as achieving this outcome at fully met or higher was 100%, the benchmark was set at 80%. 100% of students achieved a score of 7 or higher on the portion of the portfolio rubric evaluating this outcome. This outcome is evaluated every two years, and because it is a new program and there were no 2015 graduates, comparison data is not available. This outcome will be measured again in FY 2019 and comparisons will be made between the outcomes.

5. Outcome 5 measures student provision of compassionate and coordinated care based on a respect for the client's preferences, values and needs. This outcome was achieved with both direct and indirect measures. The percent of students rating themselves as achieving this outcome at fully met or higher was 100%, the benchmark was set at 80%. 100% of students achieved a score of 7 or higher on the portion of the portfolio rubric evaluating this outcome. This outcome is evaluated every two years, and because it is a new program and there were no 2015 graduates, comparison data is not available. This outcome will be measured again in FY 2019 and comparisons will be made between the outcomes.

New Sources Field:**SON Mission****Mission:**

In concert with the Georgia College (GC) liberal arts mission, the School of Nursing is committed to the formation of nurse leaders to engage in evidence-based practice, lifelong learning, and civic participation in a health information intensive environment through the development and mastery of clinical reasoning, professional nursing skills, and values.

Start: 07/01/2016**End:** 06/30/2017**Progress:**

Program: Nurse Educator

Responsible Roles:

1 Graduates from the MSN program will demonstrate effective communication.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

2 Graduates from the MSN program will improve healthcare outcomes of their clients.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

3 Graduates from the MSN program will demonstrate advanced leadership and management principles.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

4 Graduates from the MSN program will use legal and ethical professional standards.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

5 Graduates from the MSN program will provide compassionate and coordinated care.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

6 Graduates from the MSN program will use data to monitor and improve the quality and safety of health promotion and disease prevention outcomes.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

7 Graduates from the MSN program will advocate for social justice and equity in healthcare by supporting improvements in regulatory, legislative and public policy development.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

8 Graduates from the MSN program will collaborate within nursing and interprofessional team members to foster open communication, mutual respect, and shared decision-making.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

9 Graduates from the MSN program will demonstrate essential informatics competencies to analyze data and evidence-based care practices.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

10 Graduates from the MSN program will demonstrate the competencies associated with the graduate specialty role.

Start: 07/01/2016

End: 06/30/2017

Progress:

Program: Nurse Educator

Responsible Roles:

Course(s) or Other Activities Addressing the Goal:

1 Students will demonstrate effective communication in their interactions with others, partnerships, presentations and scholarly writing.

Description:

Each course in the MSN program has a course outcome related to communication, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester. Additionally a midpoint evaluation was included to ensure students were "on track" for achieving this outcome.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: Yes

If not assessed this year, when will this outcome next be assessed?:

Means of Assessing the Outcome:

Student self assessment

Midpoint: Course Paper, presentation and peer review rubric

Preceptor evaluations of clinical performance

Portfolio rubric

Desired Standard of Achievement:

Desired Standard of Achievement

1. 80% of students will rate themselves at "fully met" or higher on scale rating achievement of this outcome.
2. Midpoint measure NRSRG 6120 80% of students will score 80% or higher on rubric evaluating "Course Paper, Presentation and Peer Review." (oral and written communication)
3. 90% of preceptors will rate nurse educator students at a minimum of 3 on a scale of 1-5 in communicating effectively through oral and written media
4. 80% of students will score 85% or higher on portfolio rubric evaluating evidence of achieving this outcome

Results of Assessment:

1. Achieved--100% of students rated themselves as fully met (67%) or "met beyond expectations (33%) on self evaluation of achieving this outcome. Met
2. Achieved--80% of students scored 80% or higher on rubric evaluating Course Paper Presentation and Peer Review (midpoint measure)
3. Achieved-100% of preceptor evaluations rated students at a 4 or 5 on this measure, with an average score of 4.625. Met
4. Achieved-100% of students scored 85% or higher on portfolio rubric

Do these results indicate that this outcome was met?: Yes

Explain how results indicate whether or not outcome was met:

Benchmarks for all criteria, both direct and indirect, were achieved. Student surveys represented 3 of 5 graduates. Portfolio results represented 100% of graduates. Midpoint measure represented 100% of students.

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

Results indicate that students are able to demonstrate effective communication to include orally and written communication. Last cycle recommendation was to add a mid-point measure which was added and achieved for this criteria. Improvement in portfolio rubric to provide outcome specific numerical data is planned for next cycle.

Attached Files

- [Midpoint NRSRG 6120 Rubric analytics](#)
- [Qualtrics self evaluation](#)
- [Aggregate preceptor evaluation sp2017](#)

2 Students will improve healthcare outcomes using scholarly inquiry and analysis of evidence.**Description:**

Several courses in the MSN program have a course outcome related to scholarly inquiry and analysis of evidence, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester. Additionally a midpoint evaluation was included to ensure students were "on track" for achieving this outcome.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: Yes

If not assessed this year, when will this outcome next be assessed?:

Means of Assessing the Outcome:

Student self-assessment

Mid-point: Clinical teaching project NRSRG 6120

Preceptor evaluation

Portfolio rubric

Desired Standard of Achievement:

1. 80% of students will rate themselves at met or fully met on scale rating achievement of this outcome.
2. 80% of students will score 80% or higher on rubric evaluating clinical teaching project to improve healthcare outcomes using scholarly inquiry and analysis of evidence (midpoint measure NRSG 6120).
3. 80% of preceptors will rate students at a 3 on a scale of 1-5 in use of scholarly inquiry and use of evidence based practices.
4. 80% of students will score 7 or higher on portfolio rubric evaluating evidence of achieving this outcome.

Attached Files

- [Midpoint measure NRSG 6120 rubric analytics clinical teaching project](#)
- [Qualtrics student self evaluation](#)
- [Preceptor Evaluations 2017](#)

Results of Assessment:

1. Achieved-100% of students completing survey rated themselves fully met or higher on this outcome.

Met

2. Achieved-100% of students scored 80% or higher on rubric evaluating clinical teaching project to improve healthcare outcomes using scholarly inquiry and analysis of evidence. Met
3. Achieved-100% of preceptors rated students at a 4 or 5 on this outcome. Met
4. Achieved, more specific rubric criteria needed to evaluate scholarly inquiry and analysis of evidence

Do these results indicate that this outcome was met?: Yes**Explain how results indicate whether or not outcome was met:**

All criteria measuring student ability to improve healthcare outcomes using scholarly inquiry and analysis of evidence were achieved above benchmark levels. Revisions have been made to rubric for specific measurement of this outcome, rubric will be implemented in NRSG 6551 spring 2018.

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

Both midpoint and final program measures were achieved for this measure. More specific measure will be implemented for portfolio rubric.

3 Students will demonstrate advanced leadership and management principles to mitigate risk and enhance healthcare delivery systems.**Description:**

Several courses in the MSN program have a course outcome related to leadership and management skills, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: Yes

If not assessed this year, when will this outcome next be assessed?:

Means of Assessing the Outcome:

Student self-assessment

Portfolio rubric

Desired Standard of Achievement:

1. 80% of students will rate themselves at met or fully met indicating achievement of this outcome.
2. 80% of students will score 80% or higher on the portion of the portfolio rubric evaluating this outcome.

Results of Assessment:

1. Achieved-100% of students completing survey (3 of 5) rated themselves fully met on this outcome. Met
2. Achieved-100% of students scored 85% or higher on portfolio rubric. Met

Do these results indicate that this outcome was met?: Yes

Explain how results indicate whether or not outcome was met:

Student self evaluations indicated indirectly that the criteria was met. Portfolio rubric evaluations indicate the criteria was met, however, implementation of an improved rubric for the 2018 FY will provide a more specific measure.

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

Graduates demonstrate advanced leadership and management skills based on the outcome measures.

Implementation of improved portfolio evaluation rubric will provide a more specific measure for each outcome.

Attached Files

[Course report NRSRG 6551](#)

[Qualtrics](#)

4 Students will model use of legal and ethical professional standards.

Description:

Several courses in the MSN program have a course outcome related to legal and ethical professional standards, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester. Additionally a midpoint evaluation was included to ensure students were "on track" for achieving this outcome.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: Yes

If not assessed this year, when will this outcome next be assessed?:

Means of Assessing the Outcome:

Student self assessment

Mid-point: NRSRG 6120 unfolding case study legal/ethical

Preceptor evaluation

Portfolio rubric evaluation

Desired Standard of Achievement:

1. 80% of students will rate themselves at met or fully met on scale rating achievement of this outcome.
2. Midpoint measure: 80% of NRSRG 6120 students will score a minimum of 80% on rubric evaluating development of unfolding case study related to legal/ethical aspects of the nurse educator role.
3. 90% of preceptors will rate students at a minimum of 3 on a scale of 1-5 on outcome related to incorporating legal and ethical professional standards in the nurse educator role.
4. 80% of students will score 85% or higher on portion of portfolio rubric evaluating evidence of achieving this outcome.

Results of Assessment:

1. Achieved-100% of students completing survey (3 of 5) rated themselves fully met or higher on this outcome. Met
2. Achieved-100% of students scored a minimum of 80% on development of unfolding case study related to legal/ethical aspects of the nurse educator role. Met
3. Achieved-100% of students were rated a minimum of a 3 on a scale of 1-5 on this outcome. Met
4. Achieved-100% of students scored 85% or higher on portfolio rubric. Met

Do these results indicate that this outcome was met?: Yes

Explain how results indicate whether or not outcome was met:

Based on students self-assessment, portfolios (evaluated by rubric), legal/ethical assignment rubric evaluation, and preceptor evaluation, students have achieved this outcome.

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

Outcome has been achieved, however, implementation of a revised portfolio rubric will improve this measure by specifically measuring evidence of achieving legal/ethical professional standards.

Attached Files

[Midpoint: NRSRG 6120 rubric analytics legal ethical](#)

[Qualtrics student self evaluation](#)

[Preceptor evals 2017](#)

5 Students will partner with the client in the provision of compassionate and coordinated care, based on respect for the client's preferences, values and needs.

Description:

Several courses in the MSN program have a course outcome related to the provision of compassionate and coordinated care, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: Yes

If not assessed this year, when will this outcome next be assessed?:

Means of Assessing the Outcome:

Student self assessment

Portfolio rubric

Desired Standard of Achievement:

1. 80% of students will rate themselves at met or fully met on scale rating achievement of this outcome.
2. 80% of students will score 85% or higher on portion of portfolio rubric evaluating achievement of this outcome.

Results of Assessment:

1. Achieved-100% of students completing survey (3 of 5) rated themselves fully met or higher on this outcome. Met
2. Achieved-100% of students scored 85% or higher on portfolio rubric

Met

Do these results indicate that this outcome was met?: Yes

Explain how results indicate whether or not outcome was met:

Both direct and indirect measures indicate students achieved this outcome for providing compassionate and coordinated care that is based on respect for the client's preferences, values and needs. Improvement in the rubric measure for portfolios will improve measurement of this outcome in FY 2018.

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

Results support student achievement of this outcome. Modifications will be made to the portfolio analysis rubric to improve individual outcome measurement.

Attached Files

[Qualtrics](#)

6 Students will use data to monitor and improve the quality and safety of health promotion and disease prevention outcomes.

Description:

Several courses in the MSN program have a course outcome related to monitor and improving the quality of outcomes, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: No

If not assessed this year, when will this outcome next be assessed?:

2018 FY

Means of Assessing the Outcome:

Student self assessment

Portfolio rubric

Desired Standard of Achievement:

80% of students will rate themselves at fully-met or higher on scale rating achievement of this outcome.

80% of students will achieve a score of 7 or higher on portion of portfolio rubric evaluating this outcome.

Results of Assessment:

Do these results indicate that this outcome was met?:

Explain how results indicate whether or not outcome was met:

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

7 Students will advocate for social justice and equity in healthcare by supporting improvements in regulatory, legislative and public policy development.

Description:

Several courses in the MSN program have a course outcome related to advocating for social justice and equity in healthcare, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: No

If not assessed this year, when will this outcome next be assessed?:

FY 2018

Means of Assessing the Outcome:

Student self assessment

Portfolio rubric

Desired Standard of Achievement:

80% of students will rate themselves at met or fully met on scale rating achievement of this outcome.

80% of students will score 7 or higher on portfolio rubric evaluating evidence of achieving this outcome.

Results of Assessment:

Do these results indicate that this outcome was met?:

Explain how results indicate whether or not outcome was met:

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

8 Students will collaborate within nursing and inter-professional team members to foster open communication, mutual respect, and shared decision-making.

Description:

Several courses in the MSN program have a course outcome related to collaboration, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester. Additionally a midpoint evaluation was included to ensure students were "on track" for achieving this outcome.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: No

If not assessed this year, when will this outcome next be assessed?:

2018 FY

Means of Assessing the Outcome:

Student self assessment

Midpoint: Preceptor evaluation of collaboration in NRSG 6120

Portfolio rubric

Desired Standard of Achievement:

80% of students will rate themselves at met or fully met on scale rating achievement of this outcome.

80% of preceptors in NRSG 6120 will rate students at 3 or higher on collaborating with team members to achieve goals.

80% of students will score 7 or higher on portion of portfolio rubric evaluating evidence of achieving this outcome.

Results of Assessment:

Do these results indicate that this outcome was met?:

Explain how results indicate whether or not outcome was met:

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

9 Students will demonstrate essential informatics competencies to analyze data and evidence-based care practices.

Description:

Several courses in the MSN program have a course outcome related to informatics competencies, and formative assessments of this program goal are evaluated at the course level. The formal evaluation of this program goal for annual reporting takes place in the last semester. Additionally a midpoint evaluation was included to ensure students were "on track" for achieving this outcome.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: No

If not assessed this year, when will this outcome next be assessed?:

2018 FY

Means of Assessing the Outcome:

Student self assessment

Midpoint: evidence-based teaching NRSG 6120

Portfolio rubric

Desired Standard of Achievement:

80% of students will rate this outcome as met or fully met when self-evaluating program outcomes.

80% of students will score 80% or higher on rubric evaluating identification and use of data to support evidence-based teaching

80% of students will score 7 or higher on portion of portfolio rubric evaluating evidence of achieving this outcome

Results of Assessment:

Do these results indicate that this outcome was met?:

Explain how results indicate whether or not outcome was met:

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

10 Students will demonstrate the competencies associated with the graduate specialty role (nurse educator).

Description:

In the MSN educator role, all educator specific courses focus on the essential competencies of nurse educators. The NLN nurse educator competencies are used as the benchmark for evaluation of this outcome.

Start: 07/01/2016

End: 06/30/2017

Program: Nurse Educator

Responsible Role:

Progress: Ongoing

Is this outcome assessed this year?: No

If not assessed this year, when will this outcome next be assessed?:

FY 2018

Means of Assessing the Outcome:

Student self evaluation

Portfolio rubric

Results of CNE practice exam during final semester

Desired Standard of Achievement:

80% of students will rate themselves at met or fully met on self-evaluation of achieving the NLN Nurse Educator competencies.

80% of students will score 7 or higher on the portion of the portfolio rubric evaluating achievement of this outcome.

80% of students will score a minimum of 80% average on achievement of each of the six categories of the NLN Certified Nurse Educator practice exam.

Results of Assessment:

Do these results indicate that this outcome was met?:

Explain how results indicate whether or not outcome was met:

Interpretation of the Results (Please provide an analysis of your data/results here. Please discuss what program changes or modifications will be made as a result of the analysis of your assessment data.):

