

School of Nursing

BSN

2019-2020

Learning Outcomes:

Program Learning Outcome (PLO)	Description of Learning Outcome
BSN PLO #1 Inquiring Faithfully	Students will demonstrate knowledge, skill, and behavior of the evidence-based practice of nursing, which integrates growth in reasoning, analysis, decision-making and the application of theory with the goal of advocating for others and/or self. This includes holistic nursing skills and the nursing process.

Outcome Measures:

Program Learning Outcome (PLO)	Course	Description of Outcome Measure
BSN PLO #1	NSG4080 Nursing Capstone	<u>Tell the Story</u> Each student will produce a 2-minute video that will include an introduction of self, areas for growth, why you chose nursing as your vocation and a specific culminating question assigned (see course syllabus for complete assignment details).
	NSG4081 Nursing Capstone Practicum	<u>Clinical Evaluations</u> Application of nursing skills in client care settings with opportunity to provide nursing care to persons with complex health problems. Emphasis is on critical thinking, clinical decision-making, and independent judgment in areas of client nursing care as well as management of nursing services. Includes collaboration with health team member and implementation of organizational skills.
	NSG 4081 Nursing Capstone Practicum	<u>Reflective Journals **</u> There are some aspects of the SON Program Values that can be difficult to measure (e.g. courage, forgiveness, discernment). Faculty and staff in the SON felt strongly that while these concepts may be difficult to measure, they are extremely important to the formation of the professional Christian nurse. To that end, we are measuring these concepts through student journals.

Criteria for Success:

Program Learning Outcome (PLO)	Course	Statement of Criteria for Success
BSN PLO #1	NSG480 Nursing Capstone	<u>Tell the Story:</u> 90% of students will achieve 81% or greater.
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations:</u> 90% of students will “meet” 81% or greater of the outcomes. Outcomes are measured as “met” or “not met”.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals:</u> 90% of student will achieve equal to, or greater than, 3 on a 4-point scale.

**Since Fall 2017, quantitative rubrics are used to assess Guided Reflective Journals.

Aligned with DQP Learning Areas (circle one or more but not all five):

1. Specialized Knowledge
2. Broad Integrative Knowledge
3. Intellectual Skills/Core Competencies
4. Applied and Collaborative Learning
5. Civic and Global Learning

Longitudinal Data:

AY	Percentage of Students Meeting or Exceeding Success Criteria			Comments
	NSG480 Tell the Story	NSG481 Clinical Evaluations	NSG481 Reflective Journals	
SP 2015	N = 35	N = 20	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 100%	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 100%	**	
FA 2015	N/A	N = 23	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLOs 1.1, 1.2, 1.4, 1.5 = 100% PLO 1.3 = 87%	**	
SP 2016	N = 20	N=34	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 95%	PLOs 1.1=94% 1.2=97% 1.3, 1.4, 1.5=100%	**	
FA 2016	N/A	N = 40	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLOs 1.1, 1.4, 1.5= 100 % 1.2= 95% 1.3= 90%	**	
SP 2017	N = 38	N = 38	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 95%	PLOs 1.1, 1.3, = 97 % 1.2, 1.4, 1.5 = 100 %	**	
FA 2017	N = 39	N = 36	N = 40	
	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 100%	PLOs 1.3, 1.4 = 100% 1.1, 1.2, 1.5 = 97%	PLOs 1-5 Total: 98.4% By Journal Topic: Humility: 96.5% Courage: 98.9% Discernment: 98% Forgiveness: 97.7% Mentoring/ Leadership: 99.7%	

SP 2018	N = 35	N = 35	N = 36	
	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 94%	PLOs 1.1, 1.5 = 97% 1.2, 1.3, 1.4 = 100%	PLOs 1-5 Total: 93.4% By Journal Topic: Humility: 92.5% Courage: 92% Discernment: 96% Forgiveness: 93.7% Free Choice/ Leadership 92%	
FA 2018	N = 31	N = 27	N = 31	
	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 100%	PLOs 1.1, 1.2, 1.3, 1.5 = 100% PLO1.4 = 96.3%	PLOs 1-5 Total: 100% By Journal Topic: Humility: 100% Courage: 100% Discernment: 100% Forgiveness: 100% Free Choice/ Leadership 100% %	
SP 2019	N = 31	N = 31	N = 31	
	PLOs 1.1, 1.2, 1.3, 1.4, 1.5 = 100%	PLO 1.2, 1.3, 1.4, 1.5 = 100% PLO 1.1 = 96.7%	PLOs 1-5 Total = 98% Journal Topic: -Humility: 96.8% -Courage: 100% -Discernment: 100% -Forgiveness: 100% -Free choice/Leadership = 96.8%	
FA 2019	N = 41	N = 41	N = 41	
	100%	98%	Humility = 100% Courage = 97% Discernment = 100% Forgiveness = 100% Leadership/Free choice = 100%	
SP 2020	N= 34	N = 34	N = 34	Due to COVID lockdown, student requirements for journals decreased to 3.
	100%	100%	Humility = 94% Courage = 100% Discernment = 98% Forgiveness = 100% Leadership/Free choice = 94%	

Conclusions Drawn from Data:

Program Learning Outcome (PLO)	Conclusions Drawn from Data
BSN PLO #1	Students are achieving the benchmark in all outcomes.

Note: As of Fall 2019, sub-PLO's previously reported (i.e. 1.1, 1.2, 1.3, 1.4, 1.5) on will no longer be assessed individually. The School of Nursing assesses only the overall PLO-1 of Inquiring Faithfully.

Changes to be Made Based on Data:

Program Learning Outcome (PLO)	Description of Changes to be Made Based on Data
BSN PLO #1	Continue to monitor. No changes to be made at this time.

Rubrics Used:

NSG480 Tell the Story Rubric

NSG481 Clinical Evaluations Rubric

NSG 481 Reflective Journals Rubric

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Learning Outcomes:

Program Learning Outcome (PLO)	Description of Learning Outcome
BSN PLO #2 Caring Faithfully	The student will embrace a calling to the ministry of compassionate care for all people in response to God’s grace, which aims to foster optimal health and bring comfort in suffering and death.

Outcome Measures:

Program Learning Outcome (PLO)	Course	Description of Outcome Measure
BSN PLO #2	NSG480 Nursing Capstone	<u>Tell the Story</u> Each student will produce a 2-minute video that will include: an introduction of self, areas for growth, why you chose nursing as your vocation and a specific culminating question assigned (see course syllabus for complete assignment details).
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations</u> Application of nursing skills in client care settings with opportunity to provide nursing care to persons with complex health problems. Emphasis is on critical thinking, clinical decision making, and independent judgment in areas of client nursing care as well as management of nursing services. Includes collaboration with health team member and implementation of organizational skills.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals **</u> There are some aspects of the SON Program Values that can be difficult to measure (e.g. courage, forgiveness, discernment). Faculty and staff in the SON felt strongly that while these concepts may be difficult to measure, they are extremely important to the formation of the professional Christian nurse. To that end, we are measuring these concepts through student journals.

Criteria for Success:

Program Learning Outcome (PLO)	Course	Statement of Criteria for Success
BSN PLO #2	NSG480 Nursing Capstone	<u>Tell the Story:</u> 90% of students will achieve 81% or greater.
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations:</u> 90% of students will achieve 81% or greater in “meeting” outcomes.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals:</u> 90% of students will “meet” 81% or greater of the outcomes. Outcomes are measured as “met” or “not met”.

Aligned with DQP Learning Areas (circle one or more but not all five):

1. Specialized Knowledge
2. Broad Integrative Knowledge
3. Intellectual Skills/Core Competencies
4. **Applied and Collaborative Learning**
5. **Civic and Global Learning**

Longitudinal Data:

Semester	Percentage of Students Meeting or Exceeding Success Criteria			Comments
	NSG480 Tell the Story	NSG481 Clinical Evaluations	NSG481 Reflective Journals	
SP 2015	N = 35	N = 20	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 2.1, 2.2, 2.3 = 100%	PLOs 2.1, 2.2, 2.3 = 100%	**	
FA 2015	N/A	N = 23	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLOs 2.1, 2.2, 2.3 = 100%	**	
SP 2016	N = 20	N=34	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 2.1, 2.2, 2.3 = 95%	PLO 2.1, 2.3 =100% 2.2=94%	**	
FA 2016	N/A	N = 40	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLOs 2.1, 2.3 = 100% PLO 2.2 = 90%	**	
SP 2017	N = 38	N = 38	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 2.1, 2.2, 2.3 = 95%	PLOs 2.1, 2.2 = 100% 2.3= 97%	**	
FA 2017	N = 39	N = 36	N = 40	
	PLOs 2.1, 2.2, 2.3, = 100%	PLOs 2.1, 2.3 = 100% 2.2 = 94%	PLOs 1-5 Total: 98.4% By Journal Topic: Humility: 96.5% Courage: 98.9% Discernment: 98% Forgiveness: 97.7% Mentoring/ Leadership: 99.7%	
SP 2018	N = 35	N = 35	N = 36	

	PLOs 2.1, 2.2, 2.3, = 94%	PLOs 2.1, 2.2, 2.3, = 100%	PLOs 1-5 Total: 93.4% By Journal Topic: Humility: 92.5% Courage: 92% Discernment: 96% Forgiveness: 93.7% Free Choice/ Leadership 92%
FA 2018	N = 31	N = 27	N = 31
	PLOs 2.1, 2.2, 2.3 = 100%	PLO's 2.1, 2.3 = 100% PLO 2.2 = 96.3%	PLOs 1-5 Total: 100% By Journal Topic: Humility: 100% Courage: 100% Discernment: 100% Forgiveness: 100% Free Choice/ Leadership 100%
SP 2019	N = 31	N = 31	N = 31
	PLOs 2.1, 2.2, 2.3, = 100%	PLO's 2.1, 2.2 & 2.3 = 100%	PLO's 1-5 Total = 98% Journal Topic: -Humility: 96.8% -Courage: 100% -Discernment: 100% -Forgiveness: 100% -Free choice/Leadership = 96.8%
FA 19	N=41	N = 41	N = 41
	100%	100%	Humility = 100% Courage = 97% Discernment = 100% Forgiveness = 100% Leadership/Free choice = 100%
SP 20	N = 34	N = 34	N = 34
	100%	100%	Humility = 94% Courage = 100% Discernment = 98% Forgiveness = 100% Leadership/Free choice = 94%

Conclusions Drawn from Data:

Program Learning Outcome (PLO)	Conclusions Drawn from Data
BSN PLO #2	Students are achieving above the benchmark in all outcomes.

Note: As of Fall 2019, Sub-PLO's previously reported (i.e. 1.1, 1.2, 1.3, 1.4, 1.5) on will no longer be assessed individually. The School of Nursing is now only assessing the overall PLO#2 of Caring Faithfully.

Changes to be Made Based on Data:

Program Learning Outcome (PLO)	Description of Changes to be Made Based on Data
BSN PLO #2	Continue to monitor. No changes to be made at this time.

Rubrics Used:

NSG480 Tell the Story Rubric

NSG481 Clinical Evaluations Rubric

NSG 481 Reflective Journals Rubric

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Learning Outcomes:

Program Learning Outcome (PLO)	Description of Learning Outcome
BSN PLO #3 Communicating Faithfully	The student will actively engage in the dynamic interactive process that is intrapersonal and interpersonal with the goal of advocating for others and/or self. This includes effective, culturally appropriate communication conveys information, thoughts, actions and feelings through the use of verbal and nonverbal skills.

Outcome Measures:

Program Learning Outcome (PLO)	Course	Description of Outcome Measure
BSN PLO #3	NSG480 Nursing Capstone	<u>Tell the Story</u> Each student will produce a 2-minute video that will include: an introduction of self, areas for growth, why you chose nursing as your vocation and a specific culminating question assigned (see course syllabus for complete assignment details).
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations</u> Application of nursing skills in client care settings with opportunity to provide nursing care to persons with complex health problems. Emphasis is on critical thinking, clinical decision making, and independent judgment in areas of client nursing care as well as management of nursing services. Includes collaboration with health team member and implementation of organizational skills.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals</u> There are some aspects of the SON Program Values that can be difficult to measure (e.g. courage, forgiveness, discernment). Faculty and staff in the SON felt strongly that while these concepts may be difficult to measure, they are extremely important to the formation of the professional Christian nurse. To that end, we are measuring these concepts through student journals.

Criteria for Success:

Program Learning Outcome (PLO)	Course	Statement of Criteria for Success
BSN PLO #3	NSG480 Nursing Capstone	<u>Tell the Story:</u> 90% of students will achieve 81% or greater.
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations:</u> 90% of students will “meet” 81% or greater of the outcomes. Outcomes are measured as “met” or “not met”.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals:</u> 90% of student will achieve equal to, or greater than, 3 on a 4-point scale.

Aligned with DQP Learning Areas (circle one or more but not all five):

1. **Specialized Knowledge**
2. Broad Integrative Knowledge
2. **Intellectual Skills/Core Competencies**
4. **Applied and Collaborative Learning**
5. Civic and Global Learning

Longitudinal Data:

AY	Percentage of Students Meeting or Exceeding Success Criteria			Comments
	NSG480 Tell the Story	NSG481 Clinical Evaluations	NSG481 Reflective Journals	
SP 2015	N = 35	N = 20	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 3.1, 3.2, 3.3, 3.4, 3.5 = 100%	PLOs 3.1, 3.2, 3.3 = 100%	**	
FA 2015	N/A	N = 23	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLO 3.1, 3.2, 3.3 = 100%	**	
SP 2016	N = 20	N=34	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 3.1, 3.2, 3.3, 3.4, 3.5 = 95%	PLO's 3.2, 3.4 3.5=100% PLO 3.1=97% PLO 3.3=94%		
FA 2016	N/A	N = 40	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLO's 3.1, 3.5 = 100 % PLO 3.2=95% PLO 3.4= 92.5% PLO 3.3 = 90%	**	
SP 2017	N = 38	N = 38	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 3.1, 3.2, 3.3, 3.4, 3.5 = 95%	PLOs 3.1, 3.4, 3.5 = 100% 3.2= 97% 3.3= 92%	**	
FA 2017	N = 39	N = 36	N = 40	

	PLOs 3.1, 3.2, 3.3, 3.4, 3.5= 100%	PLOs 3.1, 3.2, 3.4, 3.5 = 100% 3.3 = 97%	PLOs 1-5 Total: 98.4% By Journal Topic: Humility: 96.5% Courage: 98.9% Discernment: 98% Forgiveness: 97.7% Mentoring/ Leadership: 99.7%
SP 2018	N = 35	N = 35	N = 36
	PLOs 3.1, 3.2, 3.3, 3.4, 3.5= 94%	PLOs 3.1, 3.4, 3.5 = 100% 3.2, 3.3 = 97%	PLOs 1-5 Total: 93.4% By Journal Topic: Humility: 92.5% Courage: 92% Discernment: 96% Forgiveness: 93.7% Free Choice/ Leadership 92%
FA 2018	N = 31	N = 27	N = 31
	PLOs 3.1, 3.2, 3.3, 3.4, 3.5= 100%	PLOs 3.1, 3.2, 3.4, 3.5 = 100% PLO 3.3 = 92.6%	PLOs 1-5 Total: 100% By Journal Topic: Humility: 100% Courage: 100% Discernment: 100% Forgiveness: 100% Free Choice/ Leadership 100%
SP 2019	N = 31	N = 31	N = 27
	PLOs 3.1, 3.2, 3.3, 3.4, 3.5= 100%	PLO's 3.1, 3.2, 3.3, 3.4, 3.5 = 100%	PLO's 1-5 Total = 98% Journal Topic: -Humility: 96.8% -Courage: 100% -Discernment: 100% -Forgiveness: 100% -Free choice/Leadershi p = 96.8%

FA19	N=41	N = 41	N = 41	
	100%	100%	Humility = 100% Courage = 97% Discernment = 100% Forgiveness = 100% Leadership/Free choice = 100%	
SP 2020	N = 34	N = 34	N = 34	
	100%	100%	Humility = 94% Courage = 100% Discernment = 98% Forgiveness = 100% Leadership/Free choice = 94%	

**Since Fall 2017, rubrics regarding quantitative measures have been used to assess Guided Reflective Journals. Students are meeting benchmarks, and we will continue to assess.

Conclusions Drawn from Data:

Program Learning Outcome (PLO)	Conclusions Drawn from Data
BSN PLO #3	Students are achieving above the benchmark in all outcomes.

Note: As of Fall 2019, Sub-PLO's previously reported (i.e. 1.1, 1.2, 1.3, 1.4, 1.5) on will no longer be assessed individually. The School of Nursing is now only assessing the overall PLO#3 of Communicating Faithfully.

Changes to be Made Based on Data:

Program Learning Outcome (PLO)	Description of Changes to be Made Based on Data
BSN PLO #3	No changes to be made at this time.

Rubrics Used:

- NSG480 Tell the Story Rubric
- NSG481 Clinical Evaluations Rubric
- NSG 481 Reflective Journals Rubric

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Learning Outcomes:

Program Learning Outcome (PLO)	Description of Learning Outcome
BSN PLO #4 Following Faithfully	Defined as claiming the challenge from Florence Nightingale that nursing is a “divine imposed duty of ordinary work.” The nursing student will integrate the ordinary work by complying with and adhering to regulatory and professional standards (e.g. American Nurses Association (ANA) Code of Ethics, the California Board of Registered Nursing (BRN), Scope of Nursing Practice, SON Handbook). This includes taking responsibility, being accountable for all actions and treating others with respect and dignity. (PLOs 4.1, 4.2, 4.3)

Outcome Measures:

Program Learning Outcome (PLO)	Course	Description of Outcome Measure
BSN PLO #4	NSG480 Nursing Capstone	<u>Tell the Story</u> Each student will produce a 2-minute video that will include: an introduction of self, areas for growth, why you chose nursing as your vocation and a specific culminating question assigned (see course syllabus for complete assignment details).
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations</u> Application of nursing skills in client care settings with opportunity to provide nursing care to persons with complex health problems. Emphasis is on critical thinking, clinical decision making, and independent judgment in areas of client nursing care as well as management of nursing services. Includes collaboration with health team member and implementation of organizational skills.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals</u> There are some aspects of the SON Program Values that can be difficult to measure (e.g. courage, forgiveness, discernment). Faculty and staff in the SON felt strongly that while these concepts may be difficult to measure, they are extremely important to the formation of the professional Christian nurse. To that end, we are measuring these concepts through student journals.

Criteria for Success:

Program Learning Outcome (PLO)	Course	Statement of Criteria for Success
BSN PLO #4	NSG480 Nursing Capstone	<u>Tell the Story</u> : 90% of students will achieve 81% or greater.
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations</u> : 90% of students will “meet” 81% or greater of the outcomes. Outcomes are measured as “met” or “not met”.

	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals:</u> 90% of student will achieve equal to, or greater than, 3 on a 4-point scale.
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Aligned with DQP Learning Areas (circle one or more but not all five):

1. Specialized Knowledge
2. Broad Integrative Knowledge
3. Intellectual Skills/Core Competencies
4. **Applied and Collaborative Learning**
5. Civic and Global Learning

Longitudinal Data:

AY	Percentage of Students Meeting or Exceeding Success Criteria			Comments
	NSG480 Tell the Story	NSG481 Clinical Evaluations	NSG481 Reflective Journals	
SP 2015	N = 35	N = 20	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 4.1, 4.2, 4.3 = 100%	PLOs 4.1, 4.2, 4.3, 4.4, 4.5 = 100%	**	
FA 2015	N/A	N = 23	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLOs 4.1, 4.4, 4.5 = 100% PLOs 4.2, 4.3 = 96%	**	
SP 2016	N = 20	N=34	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 4.1, 4.2, 4.3 = 95%	PLO's 4.1, 4.2=97% PLO 4.3=94%	**	
FA 2016	N/A	N = 40	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLO's 4.1, 4.2, 4.3 = 100%	**	
SP 2017	N = 38	N = 38	**	See asterisk comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 4.1, 4.2, 4.3 = 95%	PLO's 4.1, 4.3 = 97% PLO4.2 = 100%	**	
FA 2017	N = 39	N = 36	N = 40	
	PLOs 4.1, 4.2, 4.3 = 100%	PLOs 4.1, 4.2, 4.3 = 100%	PLOs 1-5 Total: 98.4% By Journal Topic: Humility: 96.5% Courage: 98.9% Discernment: 98% Forgiveness: 97.7% Mentoring/ Leadership: 99.7%	

SP 2018	N = 35	N = 35	N = 36	
	PLOs 4.1, 4.2, 4.3 = 100%	PLOs 4.1, 4.2, 4.3 = 100%	PLOs 1-5 Total: 93.4% By Journal Topic: Humility: 92.5% Courage: 92% Discernment: 96% Forgiveness: 93.7% Free Choice/ Leadership 92%	
FA 2018	N = 31	N=31	N = 31	
	PLOs 4.1, 4.2, 4.3 = 100%	PLOs 4.2, 4.3 = 100% PLO 4.1 = 96%	PLOs 1-5 Total: 100% By Journal Topic: Humility: 100% Courage: 100% Discernment: 100% Forgiveness: 100% Free Choice/ Leadership 100%	
SP 2019	N = 31	N = 31	N = 27	
	PLOs 4.1, 4.2, 4.3 = 100%	PLOs 4.1, 4.2, 4.3 = 100%	PLO's 1-5 Total = 98% Journal Topic: -Humility: 96.8% -Courage: 100% -Discernment: 100% -Forgiveness: 100% -Free choice/Leadership = 96.8%	
FA 19	N=41	N = 41	N = 41	
	100%	100%	Humility = 100% Courage = 97% Discernment = 100% Forgiveness = 100% Leadership/Free choice = 100%	
SP 20	N = 34	N = 34	N = 34	
	100%	100%	Humility = 94% Courage = 100% Discernment = 98% Forgiveness = 100% Leadership/Free choice = 94%	

**Since Fall 2017, rubrics regarding quantitative measures have been used to assess Guided Reflective Journals. Students are meeting benchmarks, and we will continue to assess.

Conclusions Drawn from Data:

Program Learning Outcome (PLO)	Conclusions Drawn from Data
BSN PLO #4	Students are achieving the benchmark in all outcomes.

Note: As of Fall 19, Sub-PLO's previously reported (i.e. 1.1, 1.2, 1.3, 1.4, 1.5) on will no longer be assessed individually. The School of Nursing is now only assessing the overall PLO#4 of Following Faithfully.

Changes to be Made Based on Data:

Program Learning Outcome (PLO)	Description of Changes to be Made Based on Data
BSN PLO #4	Continue to monitor. No changes made at this time.

Rubrics Used:

NSG480 Tell the Story Rubric

NSG481 Clinical Evaluations Rubric

NSG 481 Reflective Journals Rubric

School of Nursing

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2019-2020

Learning Outcomes:

Program Learning Outcome (PLO)	Description of Learning Outcome
BSN PLO #5 Leading Faithfully	The student will incorporate a foundational relationship with Christ and others and embrace a willingness to serve others in the midst of life-circumstances (e.g. illness, injustice, poverty). The student will role-model the need for “Sabbath Rest” as a means of personal renewal, and true care of the self so that service to others is optimally achieved. The student will incorporate the characteristics of a servant leader including: humility, courage, forgiveness, and discernment.

Outcome Measures:

Program Learning Outcome (PLO)	Course	Description of Outcome Measure
BSN PLO #5	NSG480 Nursing Capstone	<u>Tell the Story</u> Each student will produce a 2-minute video that will include: an introduction of self, areas for growth, why you chose nursing as your vocation and a specific culminating question assigned (see course syllabus for complete assignment details).
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations</u> Application of nursing skills in client care settings with opportunity to provide nursing care to persons with complex health problems. Emphasis is on critical thinking, clinical decision-making, and independent judgment in areas of client nursing care as well as management of nursing services. Includes collaboration with health team member and implementation of organizational skills.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals</u> There are some aspects of the SON Program Values that are difficult to measure (e.g. courage, forgiveness, and discernment). Faculty and staff in the SON felt strongly that while these concepts may be difficult to measure, they are extremely important to the formation of the professional Christian nurse. To that end, we are measuring these concepts through student journals.

Criteria for Success:

Program Learning Outcome (PLO)	Course	Statement of Criteria for Success
BSN PLO #5	NSG480 Nursing Capstone	<u>Tell the Story:</u> 90% of students will achieve 81% or greater.
	NSG481 Nursing Capstone Practicum	<u>Clinical Evaluations:</u> 90% of students will “meet” 81% or greater of the outcomes. Outcomes are measured as “met” or “not met”.
	NSG 481 Nursing Capstone Practicum	<u>Reflective Journals:</u> 90% of student will achieve equal to, or greater than, 3 on a 4-point scale.

Aligned with DQP Learning Areas (circle one or more but not all five):

1. Specialized Knowledge
2. Broad Integrative Knowledge
3. Intellectual Skills/Core Competencies
4. Applied and Collaborative Learning
5. Civic and Global Learning

Longitudinal Data:

AY	Percentage of Students Meeting or Exceeding Success Criteria			Comments
	NSG480 Tell the Story	NSG481 Clinical Evaluations	NSG481 Reflective Journals	
SP 2015	N = 35	N = 20	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 5.1, 5.2, 5.3 = 100%	100% (PLOs 5.1, 5.2, 5.3)	**	
FA 2015	N/A	N = 23	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	100% (PLOs 5.1, 5.2) 96% (PLOs 5.3)	**	
SP 2016	N =	N=34	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 5.1, 5.2, 5.3 = 95%	PLO's 5.1, 5.2, 5.3 =100%	**	
FA 2016	N/A	N = 40	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	N/A	PLO's 4.1, 4.2, 4.3 = 100%	**	
SP 2017	N = 38	N = 38	**	See asterisked comment for NSG480 Reflective Journals. No quantitative data is available at this time.
	PLOs 5.1, 5.2, 5.3 = 95%	PLOs 5.1, 5.2 = 100% PLO 5.3 = 97%	**	
FA 2017	N = 39	N = 36	N = 40	
	PLOs 5.1, 5.2, 5.3 = 100%	PLOs 5.1, 5.2, 5.3 = 100%	PLOs 1-5 Total: 98.4% By Journal Topic: Humility: 96.5% Courage: 98.9% Discernment: 98% Forgiveness: 97.7% Mentoring/Leadership: 99.7%	

SP 2018	N = 35	N = 35	N = 36	
	PLOs 5.1, 5.2, 5.3 = 94%	PLOs 5.1, 5.2, 5.3 = 100%	PLOs 1-5 Total: 93.4% By Journal Topic: Humility: 92.5% Courage: 92% Discernment: 96% Forgiveness: 93.7% Free Choice/ Leadership 92%	
FA 2018	N = 31	N = 27	N = 31	
	PLOs 5.1, 5.2, 5.3 = 100%	PLOs 5.1, 5.2, 5.3 = 100%	PLOs 1-5 Total: 100% By Journal Topic: Humility: 100% Courage: 100% Discernment: 100% Forgiveness: 100% Free Choice/ Leadership 100%	
SP 2019	N = 31	N = 31	N = 27	
	PLOs 5.1, 5.2, 5.3 = 100%	PLO 5.1 & 5.3 = 100% PLO 5.2 = 96.7%	PLO's 1-5 Total = 98% Journal Topic: -Humility: 96.8% -Courage: 100% -Discernment: 100% -Forgiveness: 100% -Free choice/Leadership = 96.8%	
FA 19	N=41	N = 41	N = 41	
	100%	100%	Humility = 100% Courage = 97% Discernment = 100% Forgiveness = 100% Leadership/Free choice = 100%	
SP 20	N = 34	N = 34	N = 34	
	100%	100%	Humility = 94% Courage = 100% Discernment = 98% Forgiveness = 100% Leadership/Free choice = 94%	

**Since Fall 2017, rubrics regarding quantitative measures have been used to assess Guided Reflective Journals. Students are meeting benchmarks, and we will continue to assess.

Conclusions Drawn from Data:

Program Learning Outcome (PLO)	Conclusions Drawn from Data
BSN PLO #5	Students are achieving above the benchmark in all outcomes.

Note: As of Fall 19, Sub-PLO's previously reported (i.e. 1.1, 1.2, 1.3, 1.4, 1.5) on will no longer be assessed individually. The School of Nursing is now only assessing the overall PLO#5 of Leading Faithfully.

Changes to be Made Based on Data:

Program Learning Outcome (PLO)	Description of Changes to be Made Based on Data
BSN PLO #5	Continue to monitor. No changes to be made at this time.

Rubrics Used:

NSG480 Tell the Story Rubric

NSG481 Clinical Evaluations Rubric

NSG 481 Reflective Journals Rubric

Tell the Story Revisited

Student Learning Outcomes: Upon completion of this assignment the student will be able to:	Initial 2 Points	Emerging 3 Points	Developed 4 Points	Highly Developed 6 points
1. Video: Reflect on your perceptions while in NSG 150/250 regarding the vocation of nursing -PLO's 1-5	NO points will be earned . . . If student describes less than 3 of the criteria in the developed or highly developed columns		Verbalizes basic description of - early thoughts and ideas of the vocation of nursing - perceptions (accurate or not) - review of NSG 150/250 journal entries	Thoughtfully articulates description of - early thoughts and ideas of the vocation of nursing - perceptions (accurate or not) - review of NSG 150/250 journal entries
2. Video: Describe your learned realities regarding the vocation of nursing to this point. PLO's 1-5	NO points will be earned . . . If student describes less than 4 of the criteria in the developed or highly developed columns		Verbalizes basic discussion of -self as an extension of the vocation of nursing -vocation as a calling -at least 2 areas for growth -why the choice of nursing to live out vocation	Thoughtfully discusses -self as an extension of the vocation of nursing -vocation as a calling -at least 2 areas for growth -why the choice of nursing to live out vocation
3. Video: Discusses assigned culminating question	NO points will be earned . . . Culminating question lacked basic content and discussion		Verbalizes basic discussion of culminating question	Thoughtfully discusses response to culminating question
4. Video: Uses verbal and nonverbal information to tell your story PLO's 1-5	2 points Includes ≤6 of the 9 criteria listed under highly developed	3 points Includes 7 of the 9 criteria listed under highly developed	Includes 8 of the 9 criteria listed under highly developed	Includes (n=9): - introduction of self -speech clear and non-rushed -professional attire -professional setting/environment -professional verbiage -avoids "um", "like", and/or speech fillers - eye contact engaging -stays within the 2 minute time frame - uploaded video to Canvas and Livetext prior to 2230 on the Monday before presentation date
5. Panel Discussion: Responded to questions from community members in a professional manner PLO's 1-5	NO points will be earned . . . Response to question(s) lacked basic content and discussion		Basic response to community members' questions	Thoughtfully responded to community members' questions
			Total Points	

KEY: Rate in each category by placing your initials in the box where you think the performance is. If you mark "Needs Improvement," include narrative on the plan to improve. M = Meets Expected Standards, NI = Needs Improvement to Meet Expected Standards, A = Acknowledgement of Assessment/Evaluation

NSG 481 Clinical Assessment & Evaluation Caring Faithfully: The student will embrace a calling to the ministry of compassionate care for all people in response to God's grace, which aims to foster optimal health and bring comfort in suffering and death.		Initial Student Self-Assessment		Mid-term Assessment/Evaluation					FINAL Evaluation					
		Student	Preceptor	Preceptor	Student	Instructor	Preceptor	Student	Instructor	Preceptor	Student	Instructor		
Date of Assessment/Evaluation		__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	
Program & Course Learning Outcomes		M	NI	A	M	NI	M	NI	A	M	NI	M	NI	A
CARING FAITHFULLY	Demonstrates compassionate care to all people while mirroring Christ's love for all. COMMENTS/Plan to Improve:													
	Partners with the community to establish a trusting relationship. COMMENTS/Plan to Improve:													
	Demonstrates ethics and values consistent with the practice of professional nursing. COMMENTS/Plan to Improve:													

KEY: Rate in each category by placing your initials in the box where you think the performance is. If you mark "Needs Improvement," include narrative on the plan to improve. M = Meets Expected Standards, NI = Needs Improvement to Meet Expected Standards, A = Acknowledgement of Assessment/Evaluation

NSG 481 Clinical Assessment & Evaluation Communicating Faithfully: The student will actively engage in the dynamic interactive process that is intrapersonal and interpersonal with the goal of advocating for others and/or self. This includes effective, culturally appropriate communication which conveys information, thoughts, actions and feelings through the use of verbal and non-verbal skills.		Initial Student Self-Assessment		Mid-term Assessment/Evaluation					FINAL Evaluation					
		Student	Preceptor	Preceptor	Student	Instructor	Preceptor	Student	Instructor	Preceptor	Student	Instructor		
Date of Assessment/Evaluation		-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	
Program & Course Learning Outcomes		M	NI	A	M	NI	M	NI	A	M	NI	M	NI	A
COMMUNICATING FAITHFULLY	Engages in active listening to promote therapeutic relationships. COMMENTS/Plan to Improve:													
	Demonstrates effective verbal and non-verbal communication skills to provide patient care. COMMENTS/Plan to Improve:													
	Dialogues with members of the healthcare team, including the patient to facilitate positive patient outcomes. COMMENTS/Plan to Improve:													
	Advocates for patients/families and self. COMMENTS/Plan to Improve:													
	Implements patient care while honoring the diversity of patients, families and communities. COMMENTS/Plan to Improve:													

KEY: Rate in each category by placing your initials in the box where you think the performance is. If you mark "Needs Improvement," include narrative on the plan to improve. M = Meets Expected Standards, NI = Needs Improvement to Meet Expected Standards, A = Acknowledgement of Assessment/Evaluation

NSG 481 Clinical Assessment & Evaluation Following Faithfully: Defined as claiming the challenge from Florence Nightingale that nursing is a “divine imposed duty of ordinary work”. The nursing student will integrate the ordinary work by complying with and adhering to regulatory and professional standards (e.g. ANA Code of Ethics, the California Board of Registered Nursing, Scope of Nursing Practice, SON Handbook). This includes taking responsibility, being accountable for all actions and treating others with respect and dignity.		Initial Student Slef-Assessment		Mid-term Assessment/ Evaluation			FINAL Evaluation							
		Student	Preceptor	Preceptor	Student	Instructor	Preceptor	Student	Instructor					
Date of Assessment/Evaluation		-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-	-/-/-			
Program & Course Learning Outcomes		M	NI	A	M	NI	M	NI	A	M	NI	M	NI	A
FOLLOWING FAITHFULLY	Engages in professional practice environment that promotes nursing excellence. COMMENTS/Plan to Improve:													
	Provides patient care within the boundaries designated by regulatory agencies, professional practices and ethical standards of a Christian nurse. COMMENTS/Plan to Improve:													
	Avails self of learning opportunities to cultivate the life-long learning process. COMMENTS/Plan to Improve:													

KEY: Rate in each category by placing your initials in the box where you think the performance is. If you mark “Needs Improvement,” include narrative on the plan to improve. M = Meets Expected Standards, NI = Needs Improvement to Meet Expected Standards, A = Acknowledgement of Assessment/Evaluation

NSG 481 Clinical Assessment & Evaluation Leading Faithfully: Student will incorporate a foundational relationship with Christ and others and embrace a willingness to serve others in the midst of life circumstances (e.g. illness, injustice, poverty). The student will role-model the need for “Sabbath Rest” as a means of personal renewal and true care of the self, so that service to others is optimally achieved. The student will incorporate the characteristics of a servant leader including: humility, courage, forgiveness and discernment.		Initial Student Self-Assessment		Mid-term Assessment/Evaluation			FINAL Evaluation							
		Student	Preceptor	Preceptor	Student	Instructor	Preceptor	Student	Instructor					
Date of Assessment/Evaluation		__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__	__/__/__					
Program & Course Learning Outcomes		M	NI	A	M	NI	M	NI	A	M	NI	M	NI	A
LEADING FAITHFULLY	Provides graceful service through compassionate response to others needs. COMMENTS/Plan to Improve:													
	Demonstrates the principles of a servant leader as a reflection of Christ’s love. COMMENTS/Plan to Improve:													
	Exhibits patient advocacy that reflects sensitivity to diversity in a holistic manner. COMMENTS/Plan to Improve:													

KEY: Rate in each category by placing your initials in the box where you think the performance is. If you mark “Needs Improvement,” include narrative on the plan to improve. M = Meets Expected Standards, NI = Needs Improvement to Meet Expected Standards, A = Acknowledgement of Assessment/Evaluation

NRS480 Guided Reflective Journal Rubric

	Highly Developed (7 pts)	Developed (6 pts)	Emerging (0.200 pt)	Initial (0.100 pt)
<p>Description of the Clinical Context, Clinical Experience & Identification of Journal Theme PLO 1-5 BSN Essentials: II, IV, VI, VIII, IX (1.000, 20%) AACN-BACC-ESS-2008.2 AACN-BACC-ESS-2008.4 AACN-BACC-ESS-2008.6 AACN-BACC-ESS-2008.8 AACN-BACC-ESS-2008.9</p>	<p>Addresses 7 of the 7 criteria Clinical Context:</p> <ul style="list-style-type: none"> • What clinical day/night or mentoring scenario is this? • What theme will you address in the journal? • Describe the context of the unit/mentoring experience <p>Clinical Experience:</p> <ul style="list-style-type: none"> • Provide an overview of your patient assignment/mentoring experience • What happened on this clinical shift/mentoring scenario? • What specific actions took place during the situation/event? (Your actions? Others?) • Were there any specific or unique conditions related to the event? 	<p>Addresses 6 of the 7 areas in the “Highly Developed” column</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due date/time</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due date/time</p>
<p>Personal Reactions & Evaluation of the Situation: Description of what you were thinking and feeling.</p>	<p>Addresses 7 of the 7 criteria</p> <ul style="list-style-type: none"> • What were your thoughts during the event? • What were your feelings related to the event? 	<p>Addresses 6 of the 7 areas in the “Highly Developed”</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or</p>

	Highly Developed (7 pts)	Developed (6 pts)	Emerging (0.200 pt)	Initial (0.100 pt)
<p>Use the following questions to guide your description as applicable. PLO 1-5 BSN Essentials: I, II, IV, V, VI, VII, VIII, IX (1.000, 20%) AACN-BACC-ESS-2008.1 AACN-BACC-ESS-2008.2 AACN-BACC-ESS-2008.4 AACN-BACC-ESS-2008.5 AACN-BACC-ESS-2008.6 AACN-BACC-ESS-2008.7 AACN-BACC-ESS-2008.8 AACN-BACC-ESS-2008.9</p>	<ul style="list-style-type: none"> • Were your actions the most appropriate for this particular event? • Why or why not? • What were the positive and negative aspects and outcomes of the incident? • Were there aspects or influences that interfered with doing a better job? • What were they? 	<p>column</p>	<p>of basic content and discussion</p> <p>Submitted beyond due date/time</p>	<p>lack of basic content and discussion</p> <p>Submitted beyond due date/time</p>
<p>Analysis of the Situation PLO 1-5 BSN Essentials: I-IX (1.000, 20%) AACN-BACC-ESS-2008.1 AACN-BACC-ESS-2008.2 AACN-BACC-ESS-2008.3 AACN-BACC-ESS-2008.4 AACN-BACC-ESS-2008.5</p>	<p>Addresses 7 of the 7 criteria</p> <ul style="list-style-type: none"> • What personal clinical/mentoring objectives did you meet today and how? • Incorporate/Integrate two text/ATI/journal theory/references into the body of written clinical experience. Ensure at least 2 references are focused on the journal theme and from 	<p>Addresses 6 of the 7 areas in the “Highly Developed” column</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due date/time</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due</p>

	Highly Developed (7 pts)	Developed (6 pts)	Emerging (0.200 pt)	Initial (0.100 pt)
AACN-BACC-ESS-2008.6 AACN-BACC-ESS-2008.7 AACN-BACC-ESS-2008.8 AACN-BACC-ESS-2008.9	<p>course textbooks or from pertinent topical research articles from peer-reviewed journals.</p> <ul style="list-style-type: none"> • How can you make sense of what happened? • At the time of the incident, what guided your actions? • What should you have used to guide your actions? • How did your knowledge in this situation? Did you possess the knowledge and skill level needed for the situation? • What did you learn that surprises you? 			date/time
<p>Conclusion. Identify your lessons learned, how you will incorporate what you have learned today into your nursing practice. PLO 1-5 BSN Essentials: I-IX (1.000, 20%)AACN-BACC-ESS-2008.1 AACN-BACC-ESS-2008.2</p>	<p>Addresses 7 of the 7 criteria</p> <ul style="list-style-type: none"> • What did you learn as a result of the situation? • What were lessons learned? • Do you need to modify your beliefs, assumptions, and attitudes? • If this situation were to occur again, how will you act similarly/differently? • How has the situation 	<p>Addresses 6 of the 7 areas in the “Highly Developed” column</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due date/time</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due</p>

	Highly Developed (7 pts)	Developed (6 pts)	Emerging (0.200 pt)	Initial (0.100 pt)
<p>AACN-BACC-ESS-2008.3 AACN-BACC-ESS-2008.4 AACN-BACC-ESS-2008.5 AACN-BACC-ESS-2008.6 AACN-BACC-ESS-2008.7 AACN-BACC-ESS-2008.8 AACN-BACC-ESS-2008.9</p>	<p>influenced your practice?</p> <ul style="list-style-type: none"> • What were your resources (e.g. human, electronic) to arrive at a conclusion? • To whom would you communicate this learning? 			<p>date/time</p>
<p>Professional Writing PLO 1-5 BSN Essentials: I, III, IV, VIII, IX(1.000, 20%) AACN-BACC-ESS-2008.1 AACN-BACC-ESS-2008.3 AACN-BACC-ESS-2008.4 AACN-BACC-ESS-2008.8 AACN-BACC-ESS-2008.9</p>	<p>Addresses 7 of the 7 criteria</p> <ul style="list-style-type: none"> • Correct grammar/spelling with less than 3 errors. • APA format (6th ed.) Title page, page numbers, running head, headers, citations, references. • First person narrative may be used during the guided reflection. • Cover Page includes: <ul style="list-style-type: none"> • Student Name, • Journal Number, • Journal Theme, • Date of Clinical/Mentoring Experience, • Preceptor Initials (if applicable), • Due Date (7 days after the 	<p>Addresses 6 of the 7 areas in the “Highly Developed” column</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due date/time</p>	<p>NO points will be earned . . .</p> <p>No response to question(s) or lack of basic content and discussion</p> <p>Submitted beyond due date/time</p>

	Highly Developed (7 pts)	Developed (6 pts)	Emerging (0.200 pt)	Initial (0.100 pt)
	beginning of the clinical shift <ul style="list-style-type: none"> • Content organized with a final summarized paragraph • Clearly understood 			

Standards

AACN-BACC-ESS-2008.1

Essential I: Liberal Education for Baccalaureate Generalist Nursing Practice

AACN-BACC-ESS-2008.2

Essential II: Basic Organizational and Systems Leadership for Quality Care and Patient Safety

AACN-BACC-ESS-2008.3

Essential III: Scholarship for EvidenceBased Practice

AACN-BACC-ESS-2008.4

Essential IV: Information Management and Application of Patient Care Technology

AACN-BACC-ESS-2008.5

Essential V: Healthcare Policy, Finance, and Regulatory Environments

AACN-BACC-ESS-2008.6

Essential VI: Interprofessional Communication and Collaboration for Improving Patient Health Outcomes

AACN-BACC-ESS-2008.7

Essential VII: Clinical Prevention and Population Health

AACN-BACC-ESS-2008.8

Essential VIII: Professionalism and Professional Values

AACN-BACC-ESS-2008.9

Essential IX: Baccalaureate Generalist Nursing Practice