

## **Standard V: Culture of Excellence – Program Outcomes**

The nursing program engages in ongoing and systematic assessment and evaluation based on data collection processes relative to institutional and expected program outcomes. These data collection processes are used to inform data-based program decisions regarding program integrity and educational achievements. The decisions made by the program demonstrate a commitment to continuous quality improvement. The program's commitment to continuous quality improvement is evident through the achievement of the associated quality indicators.

### **Quality Indicators**

#### **V-A. The program engages in a systematic, data-based process that supports ongoing assessment and evaluation of expected program outcomes.**

*Interpretive Guidelines:* Faculty and staff have implemented a systematic, data-based process to demonstrate program effectiveness. The process identifies, but is not limited to, expected program outcomes, benchmarks, strategies for data collection (quantitative and qualitative), timelines, persons' responsible, recording and analysis of data, dissemination of findings, and actions taken. Program outcomes include, but are not limited to, program completion rates, licensure and certification pass rates, and employment rates of graduates. The systematic process is periodically reviewed and revised with documentation of outcomes and actions taken with a commitment to continuous quality improvement.

#### **V-B. Decisions regarding program effectiveness and continuous quality improvement efforts are informed through multiple means of collecting and analyzing data and are inclusive of input from communities of interest.**

*Interpretive Guidelines:* There is documented evidence of decision-making regarding program effectiveness and continuous quality improvement efforts based upon data analysis and feedback. Communities of interest are provided opportunities to participate in the decision-making process, as documented in meeting minutes and reports. A record of continuous quality improvement efforts documents faculty responses to data analysis and areas indicating a need for improvement.

#### **V-C. The program demonstrates effective achievement of expected program outcomes related to program completion rates.**

*Interpretive Guidelines:* The program demonstrates effectiveness and achievement of program outcomes, in part, by benchmarking and monitoring data regarding program completion rates for **each** individual program. For existing programs, three years of averaged program completion rate data demonstrate an achievement of the program's targeted benchmark. Faculty set the benchmark for the program completion rate based on consideration of student demographics, providing rationale for their determined program completion rate benchmark. Programs not meeting their established benchmark, have completed an analysis of the situation, developed a plan to address identified factors impacting program completion rates, and set a timeline for achieving the expected program completion rate. New programs that

have not yet produced graduates have set a benchmark for expected program completion rates and implemented a plan to ensure successful attainment of the set goal.

**V-D. The program demonstrates effective achievement of expected program outcomes related to graduate performance on licensure and certification examinations.**

*Interpretive Guidelines:* The program demonstrates program effectiveness and achievement of program outcomes, in part, by achieving a minimum graduate licensure pass rate of 80 percent, averaged over the most recent three-year period, for each pre-licensure program. Graduates taking certification examinations are able to achieve a minimum certification pass rate of 80 percent, averaged over the most recent three-year period for each program producing graduates eligible to seek certification. Programs not meeting the established benchmark for licensure and certification pass rates have completed an analysis of the situation, developed a plan to address identified factors impacting pass rates, and set a timeline for achieving the expected program pass rates. New programs that have not yet produced graduates have set a benchmark for expected program pass rates and implemented a plan to ensure successful attainment of the set goal.

**V-E. The program demonstrates effective achievement of expected program outcomes related to graduate employment rates.**

*Interpretive Guidelines:* The program demonstrates effectiveness and achievement of program outcomes, in part, by establishing benchmarks and monitoring data regarding graduate employment rates within 12 months of graduation. Programs not meeting their established benchmarks for graduate employment rates in nursing have completed an analysis of the situation (including regional workforce analysis with input from the community of interest), developed a plan to address identified factors impacting graduate employment rates, and set a timeline for achieving the expected graduate employment rates. New programs that have not yet produced graduates have set a benchmark for expected graduate employment rates (including regional workforce analysis) with input from the community with interest) and implemented a plan to ensure successful attainment of the set goal.

**V-F. Students, alumni and employers express satisfaction with program effectiveness.**

*Interpretive Guidelines:* Quantitative and qualitative processes are in place to gather student, alumni, and employer satisfaction data on program effectiveness on an on-going and regular schedule. Data analysis demonstrates overall program effectiveness in achieving expected outcomes. A record of continuous quality improvement efforts documents faculty responses to data analysis and areas indicating a need for improvement, as appropriate, in response to communities of interest feedback.

## Standard V: Supporting Evidence Exemplars

- Examples of regularly scheduled review of expected program outcomes by faculty, with documentation of review outcomes and resulting decisions
- Examples of data-driven decisions based on the review analysis of achievement of expected program outcomes
- Description of how communities of interest have input into program decision-making about the quality of the program, with documented examples
- Three years of trended data on program completion rates, licensure and certification pass rates, employment rates, and employer and student program satisfaction
- Documentation of implementation and evaluation of plans to achieve set benchmarks about program completion rates, licensure and certification pass rates, and employment rates
- Documentation of student, alumni, and employer satisfaction with program effectiveness and resulting program action related to continuous quality improvement

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