

Program-Level Assessment: Annual Report

Program: Clinical Nurse Leader Department: Nursing
Degree or Certificate Level: MSN College/School: Trudy Busch Valentine School of Nursing
Date (Month/Year): April 2023 Primary Assessment Contact: Joanne Thanavaro
In what year was the data upon which this report is based collected? 2022
In what year was the program's assessment plan most recently reviewed/updated? 2021

1. Student Learning Outcomes

Which of the program's student learning outcomes were assessed in this annual assessment cycle?

Outcome #3: Integrate advanced competencies, skills, theories, and cultural sensitivity into microsystems in relationships with patients and interprofessional teams.

Outcome #4: Design culturally sensitive patient care that includes health promotion and disease prevention.

2. Assessment Methods: Artifacts of Student Learning

Which artifacts of student learning were used to determine if students achieved the outcome(s)? Please identify the course(s) in which these artifacts were collected. Clarify if any such courses were offered a) online, b) at the Madrid campus, or c) at any other off-campus location.

Outcome #3:

NURS 5080 Advanced Pharmacology: Online; Pharmacological Case Studies rubric (Appendix O)

NURS 5170 Advanced Pathophysiology: Online; Weekly Case Studies rubric (Appendix P)

NURS 5605 Practicum in Clinical Leadership: Online; seminar (Appendix L)

Clinical:

NURS 5604 Advanced Clinical Studies: Preceptor Feedback Form (Appendix D)

NURS 5605 Practicum in Clinical Leadership: Preceptor Feedback Form (Appendix D)

Skyfactor report (overall learning): > 5.5 on a 7-point scale

Clinical Nurse Leader Certification pass rate >85%

Outcome #4:

NURS 5140 Health Promotion: Online; Health Promotion Paper rubric (Appendix G)

Clinical:

NURS 5604 Advanced Clinical Studies: Preceptor Feedback Form (Appendix D)

NURS 5605 Practicum in Clinical Leadership: Preceptor Feedback Form (Appendix D)

Skyfactor report (prevention): >5.5 on a 7-point scale

No Madrid students in the MSN CNL program

3. Assessment Methods: Evaluation Process

What process was used to evaluate the artifacts of student learning, and by whom? Please identify the tools(s) (e.g., a rubric) used in the process and include them in/with this report.

Outcome #3:

5080: Students were graded on a variety of case studies (6) that focus on pharmacological principles. Feedback is given by faculty via rubric and in discussion forum postings (Appendix O).

5170: Student are graded via rubric on weekly discussion board postings that focus on a variety of advanced pathological principles and scholarly articles. Feedback is given by faculty via rubric and in discussion forum postings (Appendix P).

5605: Students are graded on their written final Capstone Project. Feedback is given by faculty via rubric and continuous discussions with faculty (Appendix L).

Skyfactor report which assesses overall learning is reviewed by program coordinator and feedback is given to faculty at MSN CNL meetings.

Clinical Nurse Leader certification pass rates: CNL pass rates are reviewed by the program director and discussed with faculty at MSN CNL meetings.

Outcome #4:

5140: Students are graded on their written health promotion paper. Feedback for this paper from faculty via rubric (Appendix G).

5604: Students are assessed on their clinical interactions with patients via the preceptor feedback form and continuous faculty and preceptor discussions throughout the clinical experience (Appendix D).

5605: Students are assessed on their clinical interactions with patients via the preceptor feedback form and continuous faculty and preceptor discussions throughout the clinical experience (Appendix D).

Skyfactor report which assesses prevention is reviewed by program coordinator and feedback is given to faculty at MSN CNL meetings.

4. Data/Results

What were the results of the assessment of the learning outcome(s)? Please be specific. Does achievement differ by teaching modality (e.g., online vs. face-to-face) or on-ground location (e.g., STL campus, Madrid campus, other off-campus site)?

Outcome #3:

5080 (appendix O): 100% of students achieved a grade greater than B or better on their pharmacological principles case studies.

5170 (appendix P): 100% of students achieved a grade greater than B or better on their weekly case study discussions on pathophysiological principles and their impact on health outcomes.

5605 (appendix L): 100% of students achieved a grade of B or greater on their final CNL master's capstone process improvement paper.

Skyfactor results for overall learning was > 5.5 on a 7-point scale: 5.79

CNL pass rates: 100% (2 out of 4 MSN CNL students tested)

Outcome #4:

5140: 100% of MSN CNL students received a grade of B or better on Health Promotion paper that incorporates culturally sensitive care.

5604 & 5605: 100% of students received a satisfactory rating on their MSN CNL preceptor feedback form.

Skyfactor results for prevention was > 5.5 on a 7-point scale: 5.53

5. Findings: Interpretations & Conclusions

What have you learned from these results? What does the data tell you?

Outcome #1: Findings show that MSN CNL students are able to integrate advanced competencies, skills and theories surrounding culturally sensitive care at the microsystem level, therefore meeting those student learning objectives. The Skyfactor results show that students feel they have also learned the objectives surrounding cultural sensitivity in

relationships with patients and interprofessional teams. CNL certification rates show that students are able to take what is being taught in the MSN CNL program and transfer it to a certification exam with positive results (100% pass rate).

Outcome #4: Preceptor feedback forms and health promotion paper rubrics show that students are able to design culturally sensitive patient care that includes health promotion and disease prevention. Skyfactor results show that students also feel that have met those student learning objectives.

6. Closing the Loop: Dissemination and Use of Current Assessment Findings

A. When and how did your program faculty share and discuss these results and findings from this cycle of assessment?

Outcome #3: Results were reviewed by the MSN CNL Coordinator and course coordinators and were received at the MSN CNL April 2023 program meeting and at the ANPPC meeting in April 2023. Strengths and weaknesses of assessment tools were discussed.

Outcome #4: Results were reviewed by the MSN CNL Coordinator and course coordinators and were received at the MSN CNL April 2023 program meeting and at the ANPPC meeting in April 2023. Strengths and weaknesses of assessment tools were discussed.

B. How specifically have you decided to use these findings to improve teaching and learning in your program? For example, perhaps you've initiated one or more of the following:

Changes to the Curriculum or Pedagogies

- Course content
- Teaching techniques
- Improvements in technology
- Prerequisites
- Course sequence
- New courses
- Deletion of courses
- Changes in frequency or scheduling of course offerings

Changes to the Assessment Plan

- Student learning outcomes
- Artifacts of student learning
- Evaluation process
- Evaluation tools (e.g., rubrics)
- Data collection methods
- Frequency of data collection

Please describe the actions you are taking as a result of these findings.

All outcomes were met. The course coordinators reviewed the results and specifically reviewed the preceptor feedback form. Discussion ensued as to if a new format or new questions were needed in order to meet the new AACN Essentials. The MSN CNL program has done crosswalks to ensure that all competencies required from those new standards is being met. This process has been ongoing with a target date of August 2023 to be completed.

We are beginning to list all AACN competencies on our syllabi and how each assignment meets specific competencies.

If no changes are being made, please explain why.

The faculty felt that the preceptor feedback form met the objectives of the courses (5604 & 5605) including those objectives that cover culturally sensitive care, so no changes are needed at this time.

The MSN CNL program has done crosswalks to ensure that all competencies required from those new AACN standards are being met. This process has been ongoing. Gaps will be analyzed and changed made as needed. The crosswalk to assure the new AACN Essentials is also being aligned with the CNL competencies is also reviewed being by the MSN CNL faculty. Updated AACN Essentials Competencies is scheduled for June 2023

publication. The CNL competencies are currently under their 5-year review with updates planned for Fall 2023. Changes will be made to the MSN CNL program to assure that all AACN and CNL competencies align with our program.

7. Closing the Loop: Review of Previous Assessment Findings and Changes

A. What is at least one change your program has implemented in recent years as a result of assessment data?

After assessing the MSN CNL program outcomes and reviewing new AACN Essential guidelines, the MSN CNL program made a curricular change in Fall 2022 that was implemented Jan 2023. This change involved increasing the number of program clinical hours and increasing the CNL specific competencies exposure. The faculty felt that a CNL specific role course was needed at the beginning of the program. Therefore, Epidemiology was replaced by 5045 Role Acquisition for the Clinical Nurse Leader and an additional 75 clinical hours that focus on the roles of the CNL were added to our program. This change was brought forth, created and approved by the faculty of the MSN CNL program and approved by the ANPPC committee, November 2022. The course was implemented in January 2023 and is currently being taught for the first time.

B. How has this change/have these changes been assessed?

The 5045 Role Prep for the CNL course is being taught for the first time this semester. It will be assessed this semester and changes will be implemented at that time.

C. What were the findings of the assessment?

At the moment, culturally sensitive care outcomes #3 and #4 are being met and have no gaps in the crosswalks. The MSN CNL faculty will continue to complete the crosswalk and changes will be made accordingly.

D. How do you plan to (continue to) use this information moving forward?

Changes in the MSN CNL program including student learning objectives are being reviewed during the crosswalk phase of this review. Changes to assignments, if needed, will be made to assure that all competencies, including those that address culturally sensitive care, will be met. The new 5045 Role Prep for the CNL will also be assessed and changes will be made accordingly.

IMPORTANT: Please submit any assessment tools and/or revised/updated assessment plans along with this report.