

**Wisconsin Indianhead Technical College  
Associate Degree Nursing  
PROGRAM OUTCOMES SUMMARY  
Academic year 2008-2009**

The WITC Associate Degree Nursing (ADN) program, as an accredited nursing program with the National League for Nursing Accrediting Commission (NLNAC), provides evidence of meeting the program outcomes through the categories listed below in “Program Outcome Summary”.

The WITC ADN Purposes and Educational Outcomes, of which the listed evidence stated below demonstrates level of achievement, include:

**PURPOSES**

- To provide learning experiences necessary for individuals to become associate degree nurses.
- To provide career mobility for licensed practical nurses to become associate degree nurses.
- To provide graduates with a base for further education in nursing.
- To fill a need for registered nurses in the WITC geographic area.
- To provide a job-out option as a practical nurse at the completion of first year.

**EDUCATIONAL OUTCOMES**

- Adhere to professional standards of practice within legal, ethical, and regulatory frameworks of the registered nurse.
- Use effective communication skills incorporating lifespan considerations.
- Assess health of individuals, families, and groups across the lifespan within the context of the community.
- Make clinical decisions to assure safe and accurate nursing care.
- Provide safe caring interventions with diverse populations across the lifespan.
- Use teaching and learning processes to promote and restore health incorporating lifespan considerations.
- Collaborate with others to respond to the needs of individuals, families, and groups across the health-illness continuum.
- Manage care to facilitate continuity within and across health care settings.

### ADN Program Outcome Summary for 2008-09

Required Program Outcomes	Expected Level of Achievement	Actual Level of Achievement (all campus' data are combines)	Resulting Action(s) Taken/To be Taken With Time Frame for Implementation	
			Action(s)	Time Frame
<b>Performance on NCLEX-RN</b>	WITC ADN graduates will meet or exceed the national average, as reported by the Wisconsin Board of Nursing's "eight quarter rolling average". The national average of NCLEX pass rates = 87%.	3 <sup>rd</sup> quarter 2007 to 2 <sup>nd</sup> quarter 2009 = <b>90%</b> <ul style="list-style-type: none"> <li>127 first-time pass rate of 141 first-time testers</li> </ul>	Continue to implement assessment of students via: <ul style="list-style-type: none"> <li>Theory-based courses = NCLEX-style exams, only</li> <li>Lab-based courses = scoring rubrics of actual demonstration of skills</li> <li>Clinical-based courses = achievement of satisfactory clinical performance as defined on Clinical Performance Evaluations for each clinical course, all competencies linked to the course</li> </ul>	Ongoing, every semester
<b>Program Completion</b>	80% of WITC ADN students will complete the core program in six (6) semesters.	62.8% of WITC ADN students beginning the core program Fall 2006 graduated in Spring 2009. <ul style="list-style-type: none"> <li>The 8 year program completion average = 66.85%</li> </ul>	In Spring 2009, the expansion of the ADN program was completed, allowing students to reenter every semester at the New Richmond, Rice Lake, and Superior campuses. (Ashland campus was not able to implement this process due to lower student enrollments.) This configuration now allows students to reenter the program if a student is unsuccessful or needs to withdraw, the very next semester instead of prior year's need to wait an entire year to reenter. This process should improve program retention rates.	Began Spring 2009, will continue every semester.

<p><b>Program Satisfaction</b></p> <ul style="list-style-type: none"> <li>Graduate satisfaction</li> <li>Employer satisfaction</li> </ul>	<p>ADN graduates will report satisfaction of <math>\geq 90\%</math> in the Six-Month Graduate Follow-Up Survey</p> <p>Employers of WITC ADN graduates will report satisfaction of <math>\geq 90\%</math> in the Six-Month Graduate Follow-Up Survey</p>	<p>100% of graduates identified they were either "satisfied" or "very satisfied" with their nursing education at WITC in the graduate follow up survey (most recent report from 07-08 survey)</p> <p>Because of low employer response, WITC only surveys employers every 4 years. Most current data is from 2005 and was not analyzed at the program level. The next employer satisfaction survey will be held in Nov 2009, with results posted in March 2010.</p>	<p><u>Graduate satisfaction</u> Continue to monitor satisfaction rates. Continue to maintain high educational standards in order for graduates to pass the NCLEX exams at high rates. Continue to work closely with Student Services to ensure all avenues are explored to promote student success.</p> <p><u>Employer satisfaction</u> Monitor feedback as soon as it is available. Advisory Committee feedback indicates program satisfaction, so we will move forward working from that assumption until official results are available in Spring 2010.</p>	<p>Annual review of graduate survey results.</p>
<p><b>Job Placement</b></p>	<p>Job placement data of WITC ADN graduates will be <math>\geq 90\%</math> in the Six-Month Graduate Follow-Up Survey</p>	<p>94% of WITC ADN graduates are employed per the six-month Graduate Survey findings (most recent report from 07-08 survey)</p>	<p>With full implementation of program expansion completed as of Jan 2009, careful monitoring of job placement will be important to follow at the New Richmond, Rice Lake, and Superior locations, since these campuses graduate the largest number of students; however, these campuses serve large population centers, so the communities should be able to absorb the number of graduates.</p>	