## WITC ADN Systematic Program Evaluation 2010-2011

### 2010-2011

#### ADN Program Outcome Summary

<table>
<thead>
<tr>
<th>Required Program Outcomes</th>
<th>Expected Level of Achievement</th>
<th>Actual Level of Achievement (all campus’ data are combined)</th>
<th>Resulting Action(s) Taken/To be Taken With Time Frame for Implementation</th>
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| Performance on NCLEX-RN  | WITC ADN graduates will meet or exceed the national average, as reported by the Wisconsin Board of Nursing’s “eight quarter rolling average” | Partially achieved  
- NCLEX-RN passing rate from Mountain Measurement for April 2010-March 2011 = 85%  
  - 91 of 107 first-time testers pass rate for all states  
- 8-quarter “rolling average” from WI Board of Nursing for NCLEX-RN, ending with 2nd quarter 2011  
  - 88%, 160/182 first time RN testers  
- 8-quarter “rolling average” from WI Board of Nursing for NLCEX-PN, ending with 2nd quarter 2011  
  - 94%, 132/140 first-time PN testers | The drop in the NCLEX-RN passing rate was most concerning to the faculty and program director. In reviewing a number of possible reasons for this increased failure rate, when looking at actual students who failed and assessing common links between these graduates, a link between NCLEX-RN failures and students struggling with passing the ATI RN Predictor exam appeared to be the only “common denominator”. At the May 2011 faculty retreat a more stringent remediation process was developed for the RN Predictor component of 10543115 Adv Clinical Practice was designed and will be implemented in Fall 2011. |
| Program Completion        | 80% of WITC ADN students will complete the core program in six (6) semesters. | Not achieved  
64.5% of WITC ADN students beginning the core program Fall 2008 graduated in Spring 2011.  
Eight-year rolling average =  
  - 2004 = 72.54  
  - 2005 = 76.54  
  - 2006 = 63.86 | This academic year’s retention rate is the highest in the past six years. Possible rationale for this improvement may be the fully implemented program expansion so that failed students may usually return (if there is space available) the next semester since 3 of the 4 campuses offer all four semesters |

Ongoing, every semester NCLEX pass rates are reviewed and analyzed for trends.
| Program Satisfaction | 2007 = 52.54  
2008 = 62.86  
2009 = 62.8  
2010 = 61.0  
2011 = 64.5  
The 8 year program completion average = 64.58%  
  | every semester. There has also been an increase in RN-prepared tutors available to assist students.  
  | Perkin’s grant funding was secured for the 2011-12 academic year which will provide for a tutor for up to 9 hours per week from a tutor who is an RN. There is also funding available for instructors to create podcasts of their lecture to post on the Blackboard web-enhancements for their students of lecture content. Student feedback of available podcasts has been very positive. We hope to have all theory courses supported with podcasts this academic year thanks to the additional funding of Perkin’s dollars.  
 |  |
| • Graduate satisfaction | ADN graduates will report satisfaction of ≥ 90% in the Six-Month Graduate Follow-Up Survey | Achieved, both measurements  
The most recent graduate follow-up survey (FY10) indicates that 97.6% of nursing graduates indicated that they were “satisfied” or “very satisfied” with the nursing education they received at WITC. | We are pleased that our graduate satisfaction rate remains high and exceeds our goal. We recognize that this constitutes only our graduates and will continue to be diligent to improve our student retention rate. | Annual review of graduate survey results.  
  | Monitor NLCEX pass rates and work to continuously improve curriculum and teaching strategies. |
| • Employer satisfaction | Employers of WITC ADN graduates will report satisfaction of ≥ 90% in the Six-Month Graduate Follow-Up Survey | Employer satisfaction  
The most recent survey of employer satisfaction (2009) indicates that 100% of employers state that they are “satisfied” or “very satisfied” with the WITC ADN graduate they have hired. | Employer satisfaction  
Again, we are pleased that our graduates meet employer expectations and that we have exceeded our goal for employer satisfaction. We will continue to work closely with our employers through the Advisory committee and through our clinical sites to ensure that our graduates continue to meet their expectations. |
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<th>Job Placement</th>
<th>Job placement data of WITC ADN graduates will be ≥ 90% in the Six-Month Graduate Follow-Up Survey</th>
<th>Achieved</th>
<th>We will continue to work directly with employers to ensure that our graduates are adequately prepared to provide nursing care as health care changes arise. We have expanded our electronic health records experiences as well as had guest speakers regarding the “medical home” care model. Several of our newly hired ADN faculty also have direct experience with the changing roles of nursing care beyond acute hospital care and their expertise will also help guide our continuous improvement and embracing of trends in the nursing profession.</th>
<th>Annual review of six-month graduate survey results.</th>
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<td>98% of our graduates are employed per our 2009-10 graduate survey results. This is the highest employment rate of graduates in the past three years. The return to this very high employment rate, after several years of lower rates, we believe is a reflection of the overall national recession. As health care reform has stabilized out and moved forward in our local area, despite the continuing national debate, as well as the aging “baby boomer” population has continued to rise in our district requiring more care, WITC district health care providers have begun again to hire more RNs as the need increases and more aging nurses retire.</td>
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