# College of DuPage
## Associate Degree Nursing Program
### Systematic Evaluation Plan

**Standard 1. Mission and Administrative Capacity:**
The mission of the nursing education unit reflects the governing organization's core values and is congruent with its mission/goals. The governing organization and program have administrative capacity resulting in effective delivery of the nursing program and achievement of identified program outcomes.

**Criterion 1.1:** The mission/philosophy and program outcomes of the nursing education unit are congruent with the core values and mission/goals of the governing organization.

<table>
<thead>
<tr>
<th>Plan</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>The Nursing Program philosophy, mission, and program outcomes</td>
<td>The Council of the College of DuPage (COD) Nursing Department will agree that the nursing program philosophy/mission and program outcomes are congruent with the core values and mission/goals of the College of DuPage (COD)</td>
</tr>
<tr>
<td>COD philosophy, mission, and core values</td>
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</tr>
</tbody>
</table>

COD ADN SEP 08/8/13
# Systematic Evaluation Plan

**Criterion 1.2:** The governing organization and nursing education unit ensure representation of the nurse administrator and nursing faculty in governance activities; opportunities exist for student representation in governance activities.

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<tbody>
<tr>
<td><strong>Component</strong></td>
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</tr>
<tr>
<td>Nursing Faculty and Administrator participation in college governance</td>
<td>100% of Nursing Faculty and the Administrator will serve on college-wide committees</td>
</tr>
<tr>
<td>Nursing Students' representation in college governance</td>
<td>100% of Nursing Students will have representation in college governance</td>
</tr>
<tr>
<td>Nursing Faculty and Administrator participation in governance of the nursing program</td>
<td>100% of Nursing Faculty and the Administrator will serve on a minimum of one Nursing Department committee</td>
</tr>
<tr>
<td>Nursing Students' participation in governance of the nursing program</td>
<td>100% of Nursing Students will be offered the opportunity to serve on Nursing Department committees</td>
</tr>
</tbody>
</table>
# Systematic Evaluation Plan

**Criterion 1.3:** Communities of interest have input into program processes and decision making.

<table>
<thead>
<tr>
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<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Communities of Interest</td>
<td>100% of communities of interest will have the opportunity for input into program processes and decision making</td>
<td>Twice a year/Nurse Administrator and Assessment and Outcomes Committee</td>
<td>Review distribution list for Advisory Committee participation Review minutes and attendance of Advisory Committee meetings Review A&amp;O distributed survey tools to communities of interest for input (Alumni Survey, Student Satisfaction Survey, Employer Survey, Faculty Satisfaction Survey)</td>
<td>The Associate Dean of COD Health Science Division evaluates the Nurse Program Coordinator. The Dean of Health Science/Behavioral Science College Division evaluates the Associate Dean</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 1.4:** Partnerships that exist promote excellence in nursing education, enhance the profession, and benefit the community.

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<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Partnerships:</strong></td>
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<tr>
<td>Clinical Agencies:</td>
<td>100% of clinical agencies will have accreditation</td>
<td>Annually/Nurse Administrator</td>
<td>Review affiliation agreements</td>
<td></td>
</tr>
<tr>
<td>Educational Organizations</td>
<td>The college will maintain a minimum of two 3+1 programs for ADN graduates’ seamless degree advancement</td>
<td>Annually/Nurse Administrator</td>
<td>Review affiliation agreements</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The college will maintain two MOUs with secondary education districts to promote seamless entry into the nursing program of study</td>
<td>Annually/Nurse Administrator</td>
<td>Review affiliation agreements</td>
<td></td>
</tr>
<tr>
<td>Leadership Organizations</td>
<td>The Nursing Program will maintain</td>
<td>Annually/Nurse Administrator</td>
<td>Review program memberships</td>
<td></td>
</tr>
<tr>
<td>College Inter-disciplinary</td>
<td>memberships in NLN and in NOADN/IOADN</td>
<td>The Nursing Department will host a nursing leadership organization twice a year</td>
<td>Twice a year/ Faculty Development &amp; Welfare and Nurse Administrator</td>
<td>The Nursing Department will collaborate with a minimum of one other discipline in the college to enhance nursing education and/or benefit the college community</td>
</tr>
</tbody>
</table>
### Systematic Evaluation Plan

**Criterion 1.5:** The nursing education unit is administered by a nurse who holds a graduate degree with a major in nursing.

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<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Nursing Program Administrator (Associate Dean of Nursing and Health Sciences) Qualifications</td>
<td>The nurse administrator will hold a minimum degree of Masters in Nursing</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 1.6:** The nurse administrator is experientially qualified, meets governing organization and state requirements, and is oriented and mentored to the role.

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<tr>
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<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing Program Administrator (Associate Dean of Nursing and Health Sciences) Qualifications</td>
<td>The nurse administrator will hold a minimum degree of Masters in Nursing and meet the requirements of IDFPR for ADN Program administration. A newly appointed nurse administrator will be mentored and oriented to the role.</td>
<td>Upon appointment and with Program Review/Dean of Health Sciences and Council of COD Nursing Department. Next review: 9/2014.</td>
<td>Review of curriculum vitae, college transcripts, and Illinois Department of Financial and Professional Regulation (IDFPR) licensure report. Review of job description qualifications and IDFPR ADN Program Administrator qualifications.</td>
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</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 1.7:** When present, nursing program coordinators and/or faculty who assist with program administration are academically and experientially qualified.

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<th>Assessment Methods</th>
<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
</tr>
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<tbody>
<tr>
<td>Nursing Program Coordinator Qualifications</td>
<td>Nursing program coordinators will be qualified with a minimum of a Master’s degree in Nursing, hold a current unencumbered Illinois state nursing license, and meet the job description</td>
<td>Upon appointment and with Program Review/Associate Dean of Nursing and Health Sciences</td>
<td>Review of curriculum vitae, college transcripts, and Illinois Department of Financial and Professional Regulation licensure report</td>
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</tr>
</tbody>
</table>

**Plan**

Upon appointment and with Program Review/Associate Dean of Nursing and Health Sciences

**Next review:** 9/2014
## Systematic Evaluation Plan

**Criterion 1.8**: The nurse administrator has authority and responsibility for the development and administration of the program and has adequate time and resources to fulfill the role responsibilities.

<table>
<thead>
<tr>
<th>Component</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Nursing Program Administrator (Associate Dean of Nursing and Health Sciences) Roles, Authority, and Responsibility</td>
<td>The nurse administrator will have the authority and responsibility for the development and administration of the program</td>
<td>Annually/Nurse Administrator and Council of COD Nursing Department</td>
<td>Review of Nursing Program Administrator job description</td>
<td>Nurse Administrator Self-Report</td>
<td></td>
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</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 1.9:** The nurse administrator has the authority to prepare and administer the program budget with faculty input.

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<td><strong>Component</strong></td>
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</tr>
<tr>
<td><strong>Nursing Program Administrator (Associate Dean of Nursing and Health Sciences) Roles, Authority, and Responsibility</strong></td>
<td>The nurse administrator will have the authority to prepare and administer the program budget</td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 1.10:** Policies of the nursing education unit are comprehensive, provide for the welfare of faculty and staff, and are consistent with those of the governing organization; differences are justified by the goals and outcomes of the nursing education unit.

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<tbody>
<tr>
<td>Component</td>
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</tr>
<tr>
<td>Nursing Program and College Policies</td>
<td>The policies of the nursing unit will be 100% consistent with the policies of the college, unless justified by the nature of the nursing unit and reviewed/approved by faculty senate</td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 1.11:** Distance education, when utilized, is congruent with the mission of the governing organization and the mission/philosophy of the nursing education unit.

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<tbody>
<tr>
<td>Component</td>
<td>Expected Level of Achievement</td>
</tr>
<tr>
<td>Distance Education Congruency</td>
<td>Distance education will be 100% congruent to the mission of the college and the nursing education unit</td>
</tr>
</tbody>
</table>
Systematic Evaluation Plan

**Standard 2. Faculty and Staff:** Qualified and credentialed faculty is sufficient in number to ensure the achievement of the student learning outcomes and program outcomes. Sufficient qualified staff is available to support the nursing education unit.

**Criterion 2.1:** Full-time faculty holds a minimum of a graduate degree with a major in nursing. Full- and part-time faculty includes those individuals teaching and/or evaluating students in the classroom, clinical, or laboratory settings.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Credentials</td>
<td>100% of full-time faculty hold a minimum of an MSN degree</td>
<td>Upon hire and annually with Faculty Review/Nurse Administrator and Faculty Development and Welfare Committee</td>
<td>Review of faculty transcripts</td>
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</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 2.2:** Part-time faculty holds a minimum of a baccalaureate degree with a major in nursing; a minimum of 50% of the part-time faculty also hold a graduate degree with a major in nursing.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-time Faculty Credentials</td>
<td>100% of the part-time faculty hold an MSN degree</td>
<td>Upon hire/Nurse Administrator and Faculty Development and Welfare Committee</td>
<td>Review of part-time faculty transcripts</td>
<td>Results of Data Collection and Analysis/Recommendation</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 2.3:** Faculty (full- and part-time) credentials meet governing organization and state requirements.

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<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Faculty credentials</td>
<td>100% of the full-and part-time faculty maintain Illinois state RN licensure and are in compliance with the Illinois Nurse Practice Act and accreditation standards</td>
</tr>
<tr>
<td></td>
<td><strong>Frequency/Responsibility</strong></td>
</tr>
<tr>
<td></td>
<td>Upon hire and Biannually (even years)/Nurse Administrator</td>
</tr>
<tr>
<td></td>
<td><strong>Assessment Methods</strong></td>
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<tr>
<td></td>
<td>Review of faculty (full- and part-time) personnel files and IDFPR website for compliance with the IDFPR (current, unencumbered RN license) and Illinois Nurse Practice Act, ICCB regulations and accreditation standards</td>
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<tr>
<td></td>
<td><strong>Results of Data Collection and Analysis/Recommendation</strong></td>
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<td></td>
<td><strong>Action resulting from assessment</strong></td>
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</table>
## Systematic Evaluation Plan

**Criterion 2.4:** Preceptors, when utilized, are academically and experientially qualified, oriented, mentored, and monitored, and have clearly documented roles and responsibilities.

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<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Preceptor credentials, roles, and training</td>
<td>100% of preceptors will receive documentation of their roles and responsibilities</td>
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<tr>
<td></td>
<td>100% of preceptors will be academically and experientially qualified to commensurate with their roles and responsibilities</td>
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<td></td>
<td>100% of preceptors will be mentored and oriented by an assigned faculty member</td>
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<td>100% of</td>
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<tr>
<td>preceptors will be monitored by an assigned faculty member</td>
<td>course assignment/ Assigned Faculty Faculty Development and Welfare Committee</td>
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</table>
### Systematic Evaluation Plan

**Criterion 2.5:** The number of full-time faculty is sufficient to ensure that the student learning outcomes and program outcomes are achieved.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sufficiency of Faculty Numbers</td>
<td>100% of Nursing Program courses will have adequate faculty to enable achievement of student learning and program outcomes</td>
<td>Every Semester/Nurse Administrator</td>
<td>Review of faculty assignments</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Faculty course and clinical load will be in 100% compliance with the contractual agreement, with overload assignment only as specified contractually</td>
<td>With College of DuPage Faculty Association (CODFA) acceptance of a new faculty contract/Faculty Development and Welfare Committee and Council of COD Nursing Department</td>
<td>Review of current faculty contract for teaching load and overload assignments.</td>
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</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 2.6:** Faculty (full- and part-time) maintains expertise in their areas of responsibility and their performance reflects scholarship and evidence-based teaching and clinical practices.

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<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Faculty Expertise</td>
<td>100% of full- and part-time faculty will maintain expertise in their areas of responsibility</td>
</tr>
<tr>
<td>100% of full- and part-time faculty will engage in professional development activities</td>
<td>Full-time Faculty Annually/Nurse Administrator</td>
</tr>
<tr>
<td>80% of full- and part-time faculty performance will reflect scholarship and evidence-based teaching and clinical practices</td>
<td>Part-time Faculty biannually (even years)/Nurse Administrator</td>
</tr>
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</table>
## Systematic Evaluation Plan

**Criterion 2.7:** The number, utilization, and credentials of staff and non-nurse faculty within the education unit are sufficient to achieve the program goals and outcomes.

<table>
<thead>
<tr>
<th>Component</th>
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<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sufficiency of Staff and Non-Nurse Faculty</td>
<td>The Nursing Program will have sufficient staff and non-nurse faculty to achieve the program goals and outcomes</td>
<td>Annually/Nurse Administrator, Faculty Welfare and Development Committee and Assessment and Outcomes Committee</td>
<td>Nurse Administrator Self-report and budget requests</td>
<td>Review of Staff and Non-Nurse Faculty job descriptions and credentials</td>
<td>Faculty Satisfaction Survey</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 2.8:** Faculty (full- and part-time) are oriented and mentored in their areas of responsibilities.

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Faculty Orientation and Mentoring</td>
<td>100% of new full-time faculty will be oriented and mentored to their areas of responsibilities</td>
<td>Upon hire and with job position/role change/Nurse Administrator and Faculty Development and Welfare Committee</td>
<td>Review of full-time faculty orientation attendance and Orientation/Mentor Checklists</td>
<td><strong>Results of Data Collection and Analysis/Recommendation</strong></td>
</tr>
<tr>
<td></td>
<td>100% of new part-time faculty will be oriented and mentored to their areas of responsibilities</td>
<td></td>
<td>Review part-time faculty Nursing Orientation/Mentor Checklists</td>
<td></td>
</tr>
<tr>
<td></td>
<td>100% of new part-time faculty will be invited to attend COD's Adjunct Faculty Orientation offered semiannually prior to the start of each semester</td>
<td></td>
<td>Review In-Service Day schedules and their method of distribution</td>
<td></td>
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</tbody>
</table>
### Systematic Evaluation Plan

**Criterion 2.9:** Systematic assessment of faculty (full- and part-time) performance demonstrates competencies that are consistent with program goals and outcomes.

<table>
<thead>
<tr>
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<th>Assessment Methods</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full- and part-time faculty performance</td>
<td>100% of faculty demonstrate competencies that are consistent with program goals and outcomes as measured by systematic performance reviews</td>
<td>Annually / Nurse Administrator</td>
<td>Annual Performance Reviews as specified by faculty contract which include: Self-Evaluation, Student Evaluations, Associate Dean's Evaluation</td>
<td>Action resulting from assessment</td>
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<td></td>
<td>80% of faculty will receive satisfactory student evaluations</td>
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</tbody>
</table>

**Plan**

**Implementation**

- Results of Data Collection and Analysis/ Recommendation
- Action resulting from assessment
### Systematic Evaluation Plan

**Criterion 2.10:** Faculty (full- and part-time) engages in ongoing development and receives support for instructional and distance technologies.

<table>
<thead>
<tr>
<th>Component</th>
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<th>Action resulting from assessment</th>
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</thead>
<tbody>
<tr>
<td>Faculty Professional Development</td>
<td>100% of full- and part-time faculty will have access to support for instructional and distance technologies</td>
<td>Annually/Faculty Development and Welfare Committee</td>
<td>Review of Professional Activities Chart, Review agendas for COD In-Service/Professional Days, TLC courses, and the Office of Instructional Development website</td>
<td>Review of faculty contract provision for professional development funds</td>
<td></td>
</tr>
</tbody>
</table>
### Systematic Evaluation Plan

**Standard 3. Students:** Student policies, development, and services support the goals and outcomes of the nursing education unit.

**Criterion 3.1:** Student policies of the nursing education unit are congruent with those of the governing organization, publicly accessible, non-discriminatory, and consistently applied; differences are justified by the student learning outcomes and program outcomes.

<table>
<thead>
<tr>
<th>Component: Student policies</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
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<tr>
<td></td>
<td>100% of nursing students will be aware of Nursing Program policies</td>
<td>On admission and with changes to the Nursing Student Handbook/Program Participation Committee</td>
<td>Review and compare student policies in the COD College Student Handbook and Student Code of Conduct with the Nursing Student Handbook, Nursing Admissions Packet, Policies on the Nursing Program website, and Course Syllabi</td>
<td>Signed student acknowledgement of receipt and understanding of Nursing Student Handbook contents</td>
<td></td>
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## Systematic Evaluation Plan

**Criterion 3.2:** Public information is accurate, clear, consistent, and accessible, including the program’s accreditation status and ACEN contact information.

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<tr>
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</table>
| **Component:** Public Information | **Expected Level of Achievement**<br>100% of public information about the COD ADN Program will be accurate, clear, consistent, and accessible | **Frequency/Responsibility**<br>Annually and with any change in the Nursing Program, its accreditation status, or ACEN contact information/Program Participation Committee and Nurse Administrator | **Assessment Methods**<br>Review of:<br>- Nursing Department website and brochures<br>- Nursing Admissions Packet<br>- COD Catalog (both print and on-line)<br>- Nursing Student Handbook<br>- COD and Health Career Advisor Information<br>- Review of timetable for changes to documents in print<br><br>**Results of Data Collection and Analysis/Recommendation**<br><br>**Action resulting from assessment**<br>
## Systematic Evaluation Plan

**Criterion 3.3:** Changes in policies, procedures, and program information are clearly and consistently communicated to students in a timely manner.

<table>
<thead>
<tr>
<th>Component: Student Notification</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>100% of students will be notified of changes in policies, procedures, and program information</td>
<td>Annually/Council of COD Nursing Department and Assessment and Outcomes Committee</td>
<td>Review of Communication Networks</td>
<td>Review of the Student Satisfaction Survey</td>
<td>Review of the Student Satisfaction Survey</td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 3.4:** Student services are commensurate with the needs of nursing students, including those receiving instruction using alternative methods of delivery.

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<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Student Support Services</td>
<td>100% of COD Student Services are available to nursing students</td>
</tr>
<tr>
<td></td>
<td>80% of nursing students will be satisfied with specified COD Student Services</td>
</tr>
<tr>
<td></td>
<td>Support services receiving ratings under 80% will be informed of student ratings and feedback</td>
</tr>
<tr>
<td>Component: Student Educational Records</td>
<td>Expected Level of Achievement</td>
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<tr>
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</tr>
<tr>
<td>100% of student educational records are in compliance with COD policies and state and federal guidelines (FERPA)</td>
<td>Annually/Assessment and Outcomes Committee</td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 3.6:** Compliance with the Higher Education Reauthorization Act Title IV eligibility and certification requirements is maintained, including default rates and the results of financial or compliance audits.

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<tbody>
<tr>
<td><strong>Component:</strong> Higher Education Reauthorization Act Title IV</td>
<td><strong>Expected Level of Achievement</strong> COD will maintain compliance with the Higher Education Reauthorization Act Title IV eligibility and certification</td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 3.6.1:** A written, comprehensive student loan repayment program addressing student loan information, counseling, monitoring, and cooperation with lenders is available.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component:</strong> Student Loan Repayment Program</td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>100% of students who have loans will have a written, comprehensive student loan repayment program addressing student loan information, counseling, monitoring, and cooperation with lenders available</td>
<td><strong>Frequency/Responsibility</strong></td>
</tr>
<tr>
<td><strong>Annually/Assessment and Outcomes Committee</strong></td>
<td><strong>Assessment Methods</strong></td>
</tr>
<tr>
<td>Review compliance with Coordinator of Student Financial Assistance</td>
<td>Results of Data Collection and Analysis/Recommendation</td>
</tr>
<tr>
<td>Report of U.S. Department of Education annual audit</td>
<td>Action resulting from assessment</td>
</tr>
<tr>
<td>Students will have multiple venues for information about their legal responsibilities regarding financial assistance</td>
<td>Review COD Catalog, Financial Assistance Website, and the Office of Student Financial Assistance</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 3.6.2:** Students are informed of their ethical responsibilities regarding financial assistance.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component:</strong> Ethical Responsibilities</td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td></td>
<td>100% of students who apply loans will be informed of their ethical responsibilities upon completion of application</td>
</tr>
<tr>
<td></td>
<td>Students will have multiple venues for information about their ethical responsibilities regarding financial assistance</td>
</tr>
<tr>
<td></td>
<td><strong>Frequency/Responsibility</strong></td>
</tr>
<tr>
<td></td>
<td>Annually/Assessment and Outcomes Committee</td>
</tr>
<tr>
<td></td>
<td><strong>Assessment Methods</strong></td>
</tr>
<tr>
<td></td>
<td>Review compliance with Coordinator of Student Financial Assistance</td>
</tr>
<tr>
<td></td>
<td>Report of U.S. Department of Education annual audit</td>
</tr>
<tr>
<td></td>
<td>Review COD Catalog, Financial Assistance Website, and the Office of Student Financial Assistance</td>
</tr>
<tr>
<td></td>
<td><strong>Results of Data Collection and Analysis/Recommendation</strong></td>
</tr>
<tr>
<td></td>
<td>Action resulting from assessment</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 3.6.3:** Financial aid records are maintained in compliance with the policies of the governing organization, state, and federal guidelines.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component:</strong> Maintenance of Financial Aid Records</td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td></td>
<td>100% Compliance</td>
</tr>
</tbody>
</table>
Systematic Evaluation Plan

**Criterion 3.7:** Records reflect that program complaints and grievances receive due process and include evidence of resolution.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component:</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Student grievances</td>
<td>100% of student grievances will receive due process with evidence of resolution</td>
</tr>
<tr>
<td>Program complaints</td>
<td>100% of program complaints will receive due process with evidence of resolution</td>
</tr>
</tbody>
</table>
### Systematic Evaluation Plan

**Criterion 3.8:** Orientation to technology is provided and technological support is available to students.

<table>
<thead>
<tr>
<th>Component: Student technology orientation and support</th>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expected Level of Achievement</td>
<td>Frequency/Responsibility</td>
<td>Assessment Methods</td>
</tr>
<tr>
<td>80% of students will be satisfied with orientation to technology and technological support in each area specified</td>
<td>Annually/Assessment and Outcomes Committee and Learning Resource Committee</td>
<td>Review of Student Satisfaction Survey, Review of orientation program related to technology resources required for nursing students, Review materials: print, online, point of service, tutorials available to students related to technology</td>
</tr>
<tr>
<td>Orientation to technology is available to 100% of students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technical support will be available to 100% of students</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 3.9:** Information related to technology requirements and policies specific to distance education is clear, accurate, consistent, and accessible.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component:</strong> Student technology and support in distance education</td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>80% of students will be satisfied with information they are provided related to technology requirements and policies specific to distance education</td>
<td>Annually/Assessment and Outcomes Committee and Learning Resources Committee</td>
</tr>
<tr>
<td>100% of students involved in on-line instruction will have accurate, clear, consistent, and accessible information related to technology requirements.</td>
<td>Review of COD On-line Course Delivery materials available and sent out to students thru Office of Instructional Development and COD Online</td>
</tr>
</tbody>
</table>

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COD ADN SEP 08/8/13 35
Systematic Evaluation Plan

**Standard 4. Curriculum:** The curriculum prepares students to achieve the outcomes of the nursing education unit, including safe practice in contemporary health care environments.

**Criterion 4.1:** The curriculum incorporates established professional standards, guidelines, and competencies, and has clearly articulated student learning and program outcomes consistent with contemporary practice.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Component</td>
<td>Expected Level of Achievement</td>
</tr>
</tbody>
</table>
| Professional Standards, Guidelines, and Competencies | The curriculum incorporates all of the professional guidelines and standards listed in the:  
- ANA Standards of Nursing Practice  
- Illinois Nurse Practice Act  
- 2012 NCSBN Practice Analysis  
- 2013 NCLEX-RN Test Plan  
and competencies as listed in :  
- IOM 2003 Core Competencies for Nurses  
- QSEN Competencies  
- NLN Education Competencies | Annually/Curriculum Committee | Review listed guidelines, standards, and competencies for updates and changes  
Review Student Learning Outcomes and Active Course Files for congruency with updated guidelines, standards, and competencies and revise curriculum as necessary | | |
| for Graduates of ADN Programs |   |   |   |
## Systematic Evaluation Plan

**Criterion 4.2:** The student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Implementation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Learning Outcomes</td>
<td>78% of students will agree that the respective clinical course facilitated each of the listed student learning outcomes</td>
<td>At the completion of every nursing course/ Course Faculty and Assessment and Outcomes Committee</td>
<td>Course Evaluations</td>
<td>Results of Data Collection and Analysis/Recommendation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Any student learning outcome rated under 78% will be further evaluated by course faculty with a recommendation for action</td>
<td>At the completion of every nursing course/ Assessment and Outcomes Committee and Course Faculty</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>78% of students will pass the portfolio assignment linked to the specified student learning outcome for each specific nursing course</td>
<td>At the completion of every nursing clinical course/ Course Faculty</td>
<td>Portfolio Assignment Rubric and Gradebook</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>78% of students</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>will receive satisfactory performance ratings related to student learning outcomes</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>100% of mean longitudinal testing scores will be at or higher than the national average</td>
<td></td>
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</tr>
<tr>
<td>78% of longitudinal testing scores related to student learning outcomes based on adopted professional guidelines, standards, and competencies will improve or remain consistent as compared to scores of prior years</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

| At the completion of every nursing clinical course/ Course Faculty |
| Every scheduled longitudinal test/ Assessment and Outcomes Committee |
| Every scheduled longitudinal test/ Assessment and Outcomes Committee |

| Clinical Evaluation Tool |
| Elsevier Longitudinal Testing Package Results |
| Elsevier Longitudinal Testing Package Results |
Systematic Evaluation Plan

**Criterion 4.3:** The curriculum is developed by the faculty and regularly reviewed for rigor and currency.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Component</td>
<td>Expected Level of Achievement</td>
</tr>
</tbody>
</table>
| Curriculum Development and Review | 100% of the Council of COD Nursing Department will be involved in curriculum development and review | Every Semester/Curriculum Committee and Council of COD Nursing Department | Review of:  
- Active Course Files  
- Course Syllabi and comparison to Elsevier Longitudinal Testing, NCLEX, and Mountain Measurement data | | |
<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education Required Courses</td>
<td>100% of required General Education Courses provides foundation for nursing knowledge, practice, and advancement</td>
<td>Every odd year/Curriculum Committee and Program Participation Committee</td>
<td>Review of Nursing Education success literature</td>
<td>Review of BSN completion program required coursework</td>
<td>Committee Membership roster</td>
</tr>
<tr>
<td></td>
<td>At least one representative from general education disciplines will serve on the Curriculum Committee</td>
<td>Annually/Curriculum Committee</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 4.5:** The curriculum includes cultural, ethnic, and socially diverse concepts and may also include experiences from regional, national, or global perspectives.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
</tbody>
</table>
| Diversity Concepts | 100% of nursing courses will incorporate concepts related to cultural, ethnic, and social diversity | Every Semester/Course Faculty, Curriculum Committee and Council of COD Nursing Department | Review of  
  - Active Course Files  
  - Course Syllabi  
  - Course Evaluations relative to Student Learning Outcome #1 | | |
<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Theory</td>
<td>100% of the curriculum and instructional processes will be based on and reflect current educational theory</td>
<td>Annually and with Curriculum Revision/Curriculum Committee and Council of COD Nursing Department</td>
<td>Curriculum review and comparison of educational best practices literature</td>
<td>Results of Data Collection and Analysis/Recommendation Action resulting from assessment</td>
</tr>
<tr>
<td></td>
<td>100% of nursing course outcomes are leveled according to Bloom’s taxonomy progressing from understanding to synthesis of knowledge</td>
<td>Annually and with Curriculum Revision/Curriculum Committee and Council of COD Nursing Department</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interprofessional Collaboration</td>
<td>The Nursing Department will collaborate with a minimum of 2 other COD disciplines to enhance instructional processes</td>
<td>Annually/Simulation Coordinator and Learning Resource Committee</td>
<td>Review of meeting minutes and collaborated experience debriefing minutes</td>
<td>9/11/13 The Nursing Department has collaborated with the Surgical Technology, Respiratory Therapy, EMT, and Diagnostic Imaging Programs to provide collaborative simulation experiences. In addition, the Nursing Department is currently working with the Theater Department to develop 2 new Improvisation Courses incorporating standardized patients in simulation as their Practicum.</td>
</tr>
<tr>
<td></td>
<td>80% of</td>
<td>Annually/</td>
<td>Review of all</td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td>Current Standards of Practice</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>simulated learning experiences will require interprofessional collaboration</td>
<td>100% of instructional processes will incorporate current standards of education and nursing practice</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The COD Nursing Department will participate in nursing education research semiannually</td>
<td>Annually/ Curriculum Committee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Results of approved studies will be disseminated by the Associate Dean of Nursing and Health Sciences during COD ADN Council of COD Nursing Department</td>
<td>Annually/ Nurse Administrator and Individual Faculty</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>developed Creighton Simulation Evaluation Instruments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Review of participation in approved studies and study results</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Review of course syllabi for course delivery methods and learning activities</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Systematic Evaluation Plan

**Criterion 4.7:** Evaluation methodologies are varied, reflect established professional and practice competencies, and measure the achievement of student learning.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Student Evaluation Methods of Student Learning Outcomes</td>
<td>Student Learning Outcomes (leveled course outcomes) will be evaluated using a variety of methods in alignment with professional and practice competencies</td>
</tr>
<tr>
<td></td>
<td>100% of student evaluation methods will measure leveled course outcomes (general course objectives)</td>
</tr>
<tr>
<td></td>
<td>100% of evaluation methods will be assessed for validity and reliability as measures of student learning</td>
</tr>
<tr>
<td></td>
<td>78% of written exams will have</td>
</tr>
<tr>
<td>KR 20 &gt; 0.6</td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td></td>
</tr>
<tr>
<td>100% of Portfolio Assignment and Concept Map Assignment rubrics will have inter-rater reliability &gt; 80%</td>
<td></td>
</tr>
<tr>
<td>100% of Creighton Simulation Evaluation Instruments will have inter-rater reliability &gt; 80%</td>
<td></td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 4.8:** The length of time and the credit hours required for program completion are congruent with the attainment of identified student learning outcomes and program outcomes and consistent with the policies of the governing organization, state and national standards, and best practices.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Length and Credit Hours</td>
<td>100% of required COD ADN Program Courses are in compliance with the IDFPR Standards for Professional Nursing, Illinois Community College Board (ICCB) policies, and ACEN guidelines</td>
<td>Annually/Curriculum Committee</td>
<td>Review of the Program of Study, Review changes to General Education Course prerequisites impacting ADN General Education prerequisites</td>
<td>Results of Data Collection and Analysis/Recommendation Action resulting from assessment</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 4.9:** Practice learning environments support the achievement of student learning outcomes and program outcomes.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Results of Data Collection and Analysis/Recommendation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student Clinical Experiences</strong></td>
<td>100% of faculty and students will have the opportunity to evaluate their clinical site experience</td>
<td>Upon completion of every clinical course/Course Faculty and Assessment Committee</td>
<td>Review Clinical Site Evaluations for each section in specified clinical course</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>78% of students will agree that their clinical experience was adequate to meet the leveled course outcomes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>78% of faculty will agree that their clinical site was adequate to meet the leveled course outcomes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Simulated Clinical Experiences</strong></td>
<td>100% of faculty and students will have the opportunity to evaluate their clinical simulation experience</td>
<td>Upon completion of every clinical course/Course Faculty and Assessment Committee</td>
<td>Review Clinical Site Evaluations for each section in specified clinical course</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>78% of students</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>will agree that their simulated clinical experience was adequate to meet the leveled course outcomes</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 4.10:** Students participate in clinical experiences that are evidenced-based and reflect contemporary practice and nationally established patient health and safety goals.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Clinical Experience</td>
<td>100% of simulated learning experiences will include national patient health and safety goals and best practices</td>
</tr>
<tr>
<td></td>
<td>50% of acute care clinical sites will have Magnet status</td>
</tr>
<tr>
<td></td>
<td>All sites will be accredited or certified</td>
</tr>
</tbody>
</table>
### Systematic Evaluation Plan

**Criterion 4.11:** Written agreements for clinical practice agencies are current, specify expectations for all parties, and ensure the protection of students.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Clinical Contracts</td>
<td>100% of clinical practice agency contracts will be current, with specific expectations of all parties, and will ensure protection of students</td>
</tr>
</tbody>
</table>
### Systematic Evaluation Plan

**Criterion 4.12:** Learning activities, instructional materials, and evaluation methods are appropriate for the delivery format and consistent with student learning outcomes.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning Activities</td>
<td>78% of students will agree that course learning activities were appropriate for attainment of the leveled course outcomes</td>
<td>Upon completion of each nursing course/Course Faculty and Assessment and Outcomes Committee</td>
<td>Review of Course Evaluations</td>
<td>Action resulting from assessment</td>
</tr>
<tr>
<td>Instructional Materials</td>
<td>78% of students will agree that instructional materials were adequate to facilitate attainment of the leveled course outcomes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evaluation Methods</td>
<td>78% of students will agree that evaluation methods were appropriate and consistent with the leveled course outcomes</td>
<td>Upon review of course evaluations/Assessment and</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Any area in the course evaluations receiving under</td>
<td>Documentation of Course Faculty Meeting minutes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>78% agreement will be reviewed for action planning</td>
<td>Outcomes Committee and Course Faculty</td>
<td></td>
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</tbody>
</table>
## Systematic Evaluation Plan

**Standard 5. Resources:** Fiscal, physical, and learning resources are sustainable and sufficient to ensure the achievement of the student learning outcomes and program outcomes of the nursing education unit.

**Criterion 5.1:** Fiscal resources are sustainable, sufficient to ensure the achievement of the student learning outcomes and program outcomes, and commensurate with the resources of the governing organization.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Fiscal Resources: Personnel</td>
<td>100% of staff, full- and part-time faculty positions required to fulfill student learning and program outcome needs will be budgeted for annually</td>
</tr>
<tr>
<td></td>
<td>Additional identified personnel needs will be presented to and addressed by administration annually</td>
</tr>
<tr>
<td></td>
<td>78% of faculty will agree that fiscal resources provided by the college are adequate to facilitate</td>
</tr>
<tr>
<td>Supplies/Materials/Equipment</td>
<td>continued faculty practice and education in nursing</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td>80% of annual capital budget requests will be filled</td>
</tr>
<tr>
<td></td>
<td>78% of students will agree that available supplies in the learning spaces were adequate to meet their needs</td>
</tr>
<tr>
<td></td>
<td>78% of faculty will agree that resources and equipment are available, up to date, and in good repair</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 5.2:** Physical resources are sufficient to ensure the achievement of the nursing education unit outcomes and meet the needs of faculty, staff, and students.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Resources</td>
<td>78% of students will agree that the physical resources of the ADN Program are sufficient to ensure the achievement of their learning outcomes</td>
<td>Annually/</td>
<td>Student Satisfaction Survey</td>
<td>Results of Data Collection and Analysis/Recommendation</td>
</tr>
<tr>
<td></td>
<td>78% of faculty agree that the physical resources are sufficient to meet their needs and ensure the achievement of student learning and program outcomes</td>
<td>Assessment and Outcomes Committee and Learning Resource Committee</td>
<td></td>
<td>Action resulting from assessment</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Annually/</td>
<td>Faculty Satisfaction Survey</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Assessment and Outcomes Committee and Learning Resource Committee</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Systematic Evaluation Plan

**Criterion 5.3:** Learning resources and technology are selected with faculty input and are comprehensive, current, and accessible to faculty and students.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
<th>Frequency/Responsibility</th>
<th>Assessment Methods</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional Resources</td>
<td>100% of faculty will have the opportunity for input into Nursing Department budget recommendations</td>
<td>Annually/Nurse Administrator and Learning Resource Committee</td>
<td>Review of Council of COD Nursing Department and Learning Resource Committee minutes</td>
<td>action resulting from assessment</td>
</tr>
<tr>
<td></td>
<td>All new learning resources and technology will be approved by Council of COD Nursing Department vote</td>
<td>Annually/Learning Resource Committee</td>
<td>Review Learning Resource Committee membership</td>
<td></td>
</tr>
<tr>
<td></td>
<td>One representative from the COD Library will serve on the Learning Resource Committee</td>
<td>Semiannually/Learning Resource Committee</td>
<td>Comparison of Nursing of and Healthcare</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Library holdings of Nursing and Healthcare</td>
<td></td>
<td>Have the opportunity for input into Nursing Department budget recommendations</td>
<td></td>
</tr>
</tbody>
</table>

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| resources will be reviewed for currency and systematically updated semi-annually | Committee, Health Sciences Librarian, and Council of COD Nursing Department | Review Learning Resource Committee membership |
| One representative from Information Technology will serve on the Learning Resource Committee | Annually/ Learning Resource Committee | Faculty Satisfaction Survey |
| 78% of faculty will agree that learning resources and technology are comprehensive, current, and accessible | Annually/ Assessment and Outcomes Committee and Learning Resource Committee | Student Satisfaction Survey |
| 78% of students will agree that learning resources and technology are comprehensive, current, and accessible | Annually/ Assessment and Outcomes Committee and Learning Resource Committee | |
**Systematic Evaluation Plan**

**Criterion 5.4:** Fiscal, physical, technological, and learning resources are sufficient to meet the needs of faculty and students engaged in alternative methods of delivery.

<table>
<thead>
<tr>
<th>Component</th>
<th>Expected Level of Achievement</th>
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<tbody>
<tr>
<td>Resources for Alternative Delivery</td>
<td>80% of students will agree that technology, technology assistance and learning resources were</td>
</tr>
<tr>
<td>Methods</td>
<td>adequate</td>
</tr>
<tr>
<td></td>
<td>80% of faculty will agree that technology, technology assistance and learning resources were</td>
</tr>
<tr>
<td></td>
<td>adequate for preparation and delivery of content through alternative methods</td>
</tr>
<tr>
<td>Frequency/Responsibility</td>
<td>Annually/Assessment and Outcomes Committee and Learning Resource Committee</td>
</tr>
<tr>
<td>Assessment Methods</td>
<td>Student Satisfaction Survey</td>
</tr>
<tr>
<td></td>
<td>COD On-line Course Delivery Survey thru Office of Instructional Development and COD Online</td>
</tr>
<tr>
<td></td>
<td>Faculty Satisfaction Survey</td>
</tr>
<tr>
<td></td>
<td>COD On-line Course Development Survey thru Office of Instructional Development and COD Online</td>
</tr>
<tr>
<td>Implementation</td>
<td>Results of Data Collection and Analysis/Recommendation</td>
</tr>
<tr>
<td></td>
<td>Action resulting from assessment</td>
</tr>
</tbody>
</table>

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**Systematic Evaluation Plan**

**Standard 6. Outcomes**: Integrity is evident in the practices and relationships of the nursing education unit. Program evaluation demonstrates that students and graduates have achieved the student learning outcomes, program outcomes, and role-specific graduate competencies of the nursing education unit.

**Criterion 6.1**: The systematic plan for evaluation of the nursing education unit emphasizes the ongoing assessment and evaluation of each of the following: the student learning outcomes; program outcomes; role-specific graduate competencies; and the ACEN standards.

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</thead>
<tbody>
<tr>
<td>Systematic Evaluation Plan Maintenance</td>
<td>100% of committees responsible for components of the COD ADN Systematic Evaluation Plan will maintain documentation on the results and analysis of the data and resultant actions.</td>
<td>Ongoing as indicated by SEP Calendar/Assessment and Outcomes Committee and Nurse Administrator</td>
<td>Review of the SEP working documents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Student Learning Outcomes/Role Specific Graduate Competencies Summary Table will be updated every semester</td>
<td></td>
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<td></td>
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<tr>
<td>The Program Outcome Summary Table will be updated</td>
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<td></td>
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</tr>
</tbody>
</table>
every semester
**Systematic Evaluation Plan**

**Criterion 6.2:** Evaluation findings are aggregated and trended by program option, location, and date of completion and are sufficient to inform program decision making for the maintenance and improvement of the student learning outcomes and program outcomes.

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<tr>
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</tr>
</thead>
</table>
| Aggregated Evaluation Findings| 100% of assessed student learning and program outcome data will be aggregated over time and used for improvement of the COD ADN Program | Ongoing, with a minimum of twice a year (program outcomes twice a year beginning Fall 2015)/Assessment and Outcomes Committee | Review of  
  ▪ Course Evaluations  
  ▪ Elsevier Longitudinal Testing results  
  ▪ Clinical Evaluation results  
  ▪ Portfolio Assignment results  
  ▪ Creighton Simulation Evaluation results  
  ▪ HESI Exit results  
  ▪ Graduate Surveys  
  ▪ Program Completion rates  
  ▪ NCLEX pass rates  
  ▪ NCLEX Program Report results  
  ▪ Mountain Measurement | |
<table>
<thead>
<tr>
<th>the new curriculum</th>
<th>results</th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>• Alumni Surveys</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Job Placement Rates</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Employer Surveys</td>
<td></td>
</tr>
</tbody>
</table>
### Systematic Evaluation Plan

**Criterion 6.3:** Evaluation findings are shared with communities of interest.

<table>
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<tr>
<th>Component</th>
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<th>Plan</th>
<th>Implementation</th>
<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluation findings</td>
<td>Results of program outcomes will be shared with all communities of interest</td>
<td>Twice a year/ Nurse Administrator and Assessment and Outcomes Committee</td>
<td>Results of Data Collection and Analysis/ Recommendation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Results of student learning outcomes based on QSEN and NLN Competencies will be shared with communities of interest</td>
<td>Associate Deans and Directors Meeting minutes Advisory Committee and Clinical Liaison Meeting minutes COD ADN Website</td>
<td>COD ADN Website</td>
<td>Advisory Committee and Clinical Liaison Meeting minutes</td>
</tr>
</tbody>
</table>
Systematic Evaluation Plan

**Criterion 6.4:** The program demonstrates evidence of achievement in meeting the program outcomes.

<table>
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<tr>
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<th>Action resulting from assessment</th>
</tr>
</thead>
</table>
| Achievement of Program Outcomes | Achievement of COD ADN Program Outcomes will be systematically assessed and evaluated as measured by:  
- Program Completion  
- NCLEX-RN Pass Rates  
- Graduate Program Satisfaction  
- Employer Program Satisfaction  
- Job Placement Rates | Annually (Twice a year beginning Fall 2015)/Program Participation Committee/Assessment and Outcomes Committee | As noted in the following sub-criteria | | |
## Systematic Evaluation Plan

**Criterion 6.4.1:** Performance on licensure exam: The program’s 3 year mean for the licensure pass rate will be at or above the national mean for the same 3 year period.

<table>
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<tr>
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<th>Assessment Methods</th>
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</thead>
<tbody>
<tr>
<td>NCLEX-RN Pass Rates</td>
<td>The program’s 3 year mean for the licensure pass rate will be at or above the national mean for the same 3 year period</td>
<td>Annually (Twice a year beginning Fall 2015)/ Assessment and Outcomes Committee</td>
<td>Review of annual IDFPR NCLEX-RN pass rate report</td>
<td>Action resulting from assessment</td>
</tr>
</tbody>
</table>
## Systematic Evaluation Plan

**Criterion 6.4.2:** Program completion: Expected levels of achievement for program completion are determined by the faculty and reflect student demographics and program options.

**Expected level of achievement:** 80% of nursing students will complete the program within 3 years of acceptance.

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>Program Completion</td>
<td>78% of students will graduate within 3 years from admission to the ADN Program</td>
<td>Annually (Twice a year beginning Fall 2015)/Program Participation Committee</td>
<td>Review of ADN Student Database Review of Occurrence Report documentation</td>
<td>+</td>
<td>+</td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 6.4.3:** Graduate Program Satisfaction: Qualitative and quantitative measures address graduates six to twelve months post-graduation.

**Expected level of achievement:** 78% of graduates will express satisfaction with their nursing education. Qualitative data will be analyzed and discussed during Nursing Committee of the Whole.

<table>
<thead>
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</tr>
</thead>
</table>
| Graduate Program Satisfaction | 78% of graduates will express satisfaction with the COD ADN Program  
100% of graduates will have the opportunity to comment on their level of satisfaction with the COD ADN Program  
All graduate comments will be reviewed by the COD ADN Council of COD Nursing Department | Annually (Twice a year beginning Fall 2015)/Assessment and Outcomes Committee/Council of COD Nursing Department | Graduate Survey Alumni Survey                                                                 | Review of Graduate and Alumni feedback           |                                 |
### Systematic Evaluation Plan

**Criterion 6.4.4:** Employer Program Satisfaction: Qualitative and quantitative measures address employer satisfaction with graduate preparation for entry-level positions six to twelve months post-graduation.

<table>
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<tbody>
<tr>
<td><strong>Component</strong></td>
<td><strong>Expected Level of Achievement</strong></td>
</tr>
<tr>
<td>Employer Program Satisfaction</td>
<td>78% of employers will express satisfaction with the COD ADN graduate preparation for entry-level positions</td>
</tr>
<tr>
<td></td>
<td>100% of employers will have the opportunity to comment on their level of satisfaction with the COD ADN graduate preparation for entry-level positions</td>
</tr>
<tr>
<td></td>
<td>All employer comments will be reviewed by the COD ADN Council of COD Nursing for program improvement</td>
</tr>
</tbody>
</table>
**Systematic Evaluation Plan**

**Criterion 6.4.5:** Job Placement Rates: Expected levels of achievement are determined by the faculty and are addressed through quantified measures six to twelve months post-graduation.

<table>
<thead>
<tr>
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<th>Action resulting from assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Placement Rates</td>
<td>78% of COD ADN graduates will be employed or advancing their nursing education within one year of graduation</td>
<td>Annually (Twice a year beginning Fall 2015)/Assessment and Outcomes Committee</td>
<td>Alumni Survey</td>
<td></td>
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</tr>
</tbody>
</table>