

	<p>N3447 Public Health Nursing for RNs</p> <p>N3457 Community Project for RNs</p> <p>N3807 Conceptual Framework for Practice</p>	<p>N3207 Indirect Measure: Satisfactory on-line discussion board response for a patient case: students share supportive- & debate-focused comments & questions for at least 2 peers' posts. Comments may be based on past clinical experiences & opinion. Evaluation: <i>Rubric for case scenarios to be added by Summer 2018.</i></p> <p>N3447 Direct Measure: Satisfactory on-line discussion board response about PLO #1, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p> <p>N3447 Indirect Measures: Satisfactory on-line discussion board response focused on reflection about PLO #1. Evaluation: Rubric utilized.</p> <p>N3457 Direct Measures (2): 1) Satisfactory preparation of a Community Project (CP) plan and implementation and evaluation of the CP project. Evaluation: Achieves a grade of 77% of higher on the CP project. Rubric utilized. 2) Satisfactory on-line discussion board response about PLO #1, application of concepts with supporting evidence and reference. Evaluation: Rubric utilized.</p> <p>N3457 Indirect Measure: Satisfactory on-line discussion board posting focused on reflection about PLO #1. Evaluation: Rubric utilized.</p> <p>N3807 Direct Measure: Satisfactory on-line discussion board response about PLO #1, application of concepts with supporting evidence and references.</p>	<p>4) share their course review findings during the RN to BSN meetings with other faculty and the RN to BSN Coordinator.</p> <p>Coordinator of the RN to BSN program provides a summary report during the Coordinators meeting and the final report to the Associate Dean of the Pre-licensure Program and during the UPPC meetings. Recommendations are made for any identified weaknesses and potential trends in grade ranges in courses.</p> <p>EBI Results: EBI results are first reviewed by the Associate Dean of the Pre-licensure Program and next reviewed with RN to BSN Option Coordinator. The RN to BSN Option Coordinator will provide recommendations based of any identified weaknesses and received input from RN to BSN faculty.</p>
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	<p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>Evaluation: Rubric utilized.</p> <p>N3807 Indirect Measure: Satisfactory on-line discussion board response focused on reflection about PLO #1. Evaluation: Rubric utilized.</p> <p>N4507 Direct Measure: Satisfactory completion of a paper focused on PLO#1, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p> <p>N4507 Indirect Measure: Satisfactory completion of a self-reflection paper about a previous ex. applying/observing PLO#1. Evaluation: <i>Rubric to be developed by the fall of 2018.</i></p> <p>PLO#1: EBI Items (Indirect Measure): Q061 (Provide culturally competent care), Q064 (Act as an advocate for vulnerable patients), & Q066 (Honor rights of patients).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
<p>2. Synthesize theoretical and empirical knowledge from the humanities and natural, social, behavioral, and nursing sciences to provide safe, effective nursing care.</p>	<p>N3107 Health Policy for RNs</p>	<p>N3107 Direct measures: (3) 1) Mid-term & final examinations. Evaluation: Grade of 77% or higher. 2) Completes IHI Open School Basic Certificate in Quality & Safety. Evaluation: Successful completion. 3) Satisfactory on-line discussion board response about PLO#2, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p>	<p>Assigned course instructors will: 1)review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions; 2) review trends in grade ranges for each course. 3) will identify the percentage of students who score “satisfactory” on the discussion boards. If >15% of students</p>

		<p>focused on a previous experience that involves applying or observing safe & effective nursing care. Evaluation: Rubric utilized.</p> <p>PLO#2: EBI Items (Indirect Measure): Q074 (Integrate theories and concepts from liberal education into nursing practice) and Q078 (Integrate theory to develop a foundation for practice).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
3. Establish relationships based on understanding of self and others, and of interpersonal and group dynamics.	<p>N3107 Health Policy for RNs</p> <p>N3447 Public Health Nursing for RNs</p> <p>N3457 Community Project for RNs</p>	<p>N3107 Direct Measure: Satisfactory on-line discussion board response about PLO #3, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p> <p>N3107 Indirect Measure: Satisfactory discussion board response focused on self-reflection about PLO #3. Evaluation: Rubric utilized.</p> <p>N3447 Direct Measure: Satisfactory on-line discussion board response about PLO#3, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p> <p>N3447 Indirect Measure: Satisfactory discussion board posting focused on self-reflection about PLO#3. Evaluation: Rubric utilized.</p> <p>N3457 Direct Measures: (3) 1) Conducts an interview with assigned preceptor in the community agency.</p>	<p>Assigned course instructors will:</p> <ol style="list-style-type: none"> 1) review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions; 2) review trends in grade ranges for each course. 3) identify the percentage of students who score “satisfactory” on the discussion boards. If >15% of students score less than satisfactory on discussion boards, a detailed analysis of the assignment and preparation materials will be conducted and presented with the course summary. 4) share their course review during the RN to BSN meetings with other faculty and the RN to BSN Coordinator. <p>Coordinator of the RN to BSN program provides a summary report during the Coordinators meeting and the</p>

		<p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
4. Practice in a variety of settings with clients of all ages and diverse sociocultural backgrounds.	<p>N3447 Public Health Nursing for RNs</p> <p>N3457 Community Project for RNs</p> <p>N3807 Conceptual Framework for Practice</p> <p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>N3447 Direct Measure: Satisfactory on-line discussion board response about PLO #4, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p> <p>N3447 Indirect Measure: Satisfactory on-line discussion board posting focused on self-reflection about PLO #4. Evaluation: Rubric utilized.</p> <p>N3457 Direct Measures: (2) 1) Satisfactory completion of a Community Windshield Survey. Evaluation: Student Achieves a grade of 77% or higher. Rubric used. 2) Satisfactory preparation of a Community Project (CP) plan and implementation and evaluation of the CP plan. Evaluation: Rubric utilized.</p> <p>N3807 Direct Measure: Satisfactory completion of a paper focused on understanding PLO #4. Supportive references included. Evaluation: Rubric utilized.</p> <p>N3807 Indirect Measure: Satisfactory completion of a paper focused on self-reflection about PLO #4. Evaluation: Rubric utilized.</p> <p>N4507 Direct Measure: Satisfactory completion of a paper focused on understanding of cultural diversity assessment of patients, with supportive references included.</p>	<p>Assigned course instructors will:</p> <ol style="list-style-type: none"> 1) review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions; 2) review trends in grade ranges for each course. 3) will identify the percentage of students who score “satisfactory” on the discussion boards. If >15% of students score less than satisfactory on discussion boards, a detailed analysis of the assignment and preparation materials will be conducted and presented with the course summary. 4) share their course review findings during RN to BSN meetings with other faculty and the RN to BSN Coordinator. <p>Coordinator of the RN to BSN program provides a summary report during the Coordinators meeting and the final report to the Associate Dean of the Pre-licensure Program and during the UPPC meetings. Recommendations are made for any identified weaknesses and potential trends in grade ranges in courses.</p> <p>EBI Results: EBI results are first reviewed by the Associate Dean of the Pre-licensure Program and next reviewed with RN to BSN Option Coordinator. The RN to BSN Option</p>

		<p>Evaluation: Rubric utilized.</p> <p>N4507 Indirect Measure: Satisfactory completion of a self-reflection assignment about a previous experience in working with a cultural diverse patient or family. Evaluation: Rubric utilized.</p> <p>PLO#4: EBI Items (Indirect Measure): Q067 (Incorporate nursing standards into practice), Q069 (Provide physical support), & Q070 (provide emotional support).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	<p>Coordinator will provide recommendations based of any identified weaknesses and received input from RN to BSN faculty.</p>
<p>5. Utilize critical thinking and problem-solving skills, in application of the nursing process, to achieve optimal client adaptation.</p>	<p>N3207 Health Assessment for the Registered Nurse</p>	<p>N3207 Direct Measures:(2): 1) Satisfactory completion of learning module and case scenarios in which the students have to interpret health histories and physical findings of clients with various health conditions. Evaluation: Quizzes. Achieves a grade of 77% or higher on quizzes. <i>A grading rubric will be added by Summer 2018.</i> 2) Satisfactory on-line discussion board response demonstrating understanding of case scenario & interpretation of health history findings to one’s own health history assessments. Evaluation: Achieves a grade of 77% or higher. <i>Rubric to be added by Summer 2018.</i></p> <p>N3207 Indirect Measures: Satisfactory on-line discussion board posting about reflection on surprising findings to one’s own health history assessments. Evaluation: Achieves a grade of 77% or higher. <i>Rubric to be added by Summer 2018.</i></p> <p>N3447 Direct Measure:</p>	<p>Assigned course instructors will: 1)review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions; 2) review trends in grade ranges for each course. 3)identify the percentage of students who score “satisfactory” on the discussion boards. If >15% of students score less than satisfactory on discussion boards, a detailed analysis of the assignment and preparation materials will be conducted and presented with the course summary. 4)share their course review during the RN to BSN meetings with other faculty and the RN to BSN Coordinator.</p> <p>Coordinator of the RN to BSN</p>

	<p>N3447 Public Health Nursing for RNs</p> <p>N3457 Community Project for RNs</p> <p>N3807 Conceptual Framework for Practice</p> <p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>Satisfactory completion of the ‘Thinking Upstream’ written assignment. Evaluation: Rubric utilized</p> <p>N3447 Indirect Measure: Satisfactory completion of a self-reflection about the ‘Thinking Upstream’ written assignment and PLO #5. Evaluation: Rubric utilized.</p> <p>N3457 Direct Measure: Satisfactory preparation of a Community Project (CP) plan and implementation & evaluation of the CP plan. Evaluation: Rubric utilized.</p> <p>N3457 Indirect Measure: Satisfactory prepares self-reflection about ‘Thinking Upstream’ written assignment and PLO #5. Evaluation: Rubric utilized.</p> <p>N3807 Direct Measure: Satisfactory completion of a paper focused on understanding PLO #5. Supportive references included. Evaluation: Rubric utilized.</p> <p>N3807 Indirect Measure: Satisfactory completion of a paper focused on self-reflection about PLO #5. Evaluation: Rubric utilized.</p> <p>N4507 Direct Measure: Satisfactory completion of a paper focused on understanding the use and philosophy of critical thinking. Supportive references included. Evaluation: Rubric utilized.</p> <p>N4507 Indirect Measure: Satisfactory completion of a self-reflection paper</p>	<p>program provides a summary report during the Coordinators meeting and the final report to the Associate Dean of the Pre-licensure Program and during the UPPC meetings. Recommendations are made for any identified weaknesses and potential trends in grade ranges in courses.</p> <p>EBI Results: EBI results are first reviewed by the Associate Dean of the Pre-licensure Program and next reviewed with RN to BSN Option Coordinator. The RN to BSN Option Coordinator will provide recommendations based of any identified weaknesses and received input from RN to BSN faculty.</p>
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		<p>focused on applying critical thinking with a previous patient. Evaluation: Rubric utilized.</p> <p>PLO#5: EBI Item (Indirect Measure): Q071 (Evaluate individual's ability to assume responsibility for self-care).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
<p>6. Assist clients, at any point on the health-illness continuum, to mobilize and use adaptive resources for promotion, maintenance and restoration of health.</p>	<p>N3457 Community Project for RNs</p> <p>N3807 Conceptual Framework for Practice</p> <p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>N3457 Direct Measure: Satisfactory preparation of a Community Project (CP) plan and implementation & evaluation of the CP plan. Evaluation: Rubric utilized.</p> <p>N3457 Indirect Measure: Completes satisfactory reflection focused on PLO #6. Evaluation: Rubric utilized.</p> <p>N3807 Direct Measure: Satisfactory on-line discussion board response about PLO #6, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p> <p>N3807 Indirect Measure: Satisfactory on-line discussion board posting focused on self-reflection about PLO #6. Evaluation: Rubric utilized.</p> <p>N4507 Direct Measure: Satisfactory completion of a paper focused on understanding of clinical skills necessary for health promotion of patients based on PLO #6. Evaluation: Rubric utilized.</p>	<p>Assigned course instructors will:</p> <ol style="list-style-type: none"> 1) review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions; 2) review trends in grade ranges for each course. 3) identify the percentage of students who score "satisfactory" on the discussion boards. If >15% of students score less than satisfactory on discussion boards, a detailed analysis of the assignment and preparation materials will be conducted and presented with the course summary. 4) share their course review during the RN to BSN meetings with other faculty and the RN to BSN Coordinator. <p>Coordinator of the RN to BSN program provides a summary report during the Coordinators meeting and the final report to the Associate Dean of the Pre-licensure Program and during the UPPC meetings. Recommendations are</p>

	<p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>2) Satisfactory development of a PICO Tool Assignment Evaluation: Rubric utilized.</p> <p>3) Satisfactory on-line discussion board posting related to evidence vs. non-evidence to practice, with supportive references. Evaluation: Rubric utilized.</p> <p>N4147 Indirect Measure: Satisfactory on-line discussion board posting related to evidence vs. non-evidence to practice (reflection sharing responses). Evaluation: Rubric utilized.</p> <p>N4507 Direct Measure: Satisfactory completes a paper focused on understanding of safe/effective patient care with supportive references included. Evaluation: Rubric utilized.</p> <p>N4507 Indirect Measure: Satisfactory completes a self-reflection paper demonstrating perspectives about the provision of safe/effective nursing care. Evaluation: Rubric utilized.</p> <p>PLO#8: EBI Items (Indirect Measure): Q077 (Apply research based knowledge as basis for practice). Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
<p>9. Apply the professional code of ethics and professional standards to clinical practice.</p>	<p>N3107 Health Policy for RNs</p>	<p>N3107 Direct Measure: 1) Satisfactory on-line discussion board response about PLO #9, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p>	<p>Assigned course instructors will: 1)review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions;</p>

	<p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>N4107 Indirect Measure: Satisfactory on-line discussion board posting that includes the students' reflections about applying ethical principles. Evaluation: Achieves a grade of 77% or higher on DB postings. <i>Rubric to be added by Summer 2018</i></p> <p>N4507 Direct Measure: Satisfactory completion of a paper focused on application of code of ethics in one's health care setting, including supportive references. Evaluation: Rubric utilized.</p> <p>N4507 Indirect Measure: Satisfactory completion of a self-reflection paper about a previous clinical work related example, applying ethical principles to a patient care situation. Evaluation: Rubric utilized.</p> <p>LO#9: EBI Items (Indirect Measure): Q088 (Support fairness in the delivery of care), Q092 (Honor rights of patients to make decisions), Q093 (Incorporate nursing standards into practice), & Q094 (Apply an ethical decision making framework).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
<p>10. Demonstrate personal and professional responsibility, accountability, and self-direction.</p>	<p>N3107 Health Policy for RNs</p>	<p>N3107 Direct Measure: 1) Satisfactory on-line discussion board response about PLO #10, application of concepts with supporting evidence and references. Evaluation: Rubric utilized.</p> <p>N3107 Indirect Measure: Satisfactory on-line discussion board response focused on self-reflection about PLO #10. Evaluation: Rubric utilized.</p>	<p>Assigned course instructors will: 1)review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions; 2) review trends in grade ranges for each course. 3) identify the percentage of students</p>

		<p>N4507 Indirect Measure: Satisfactory completion of a self-reflection about concepts related to PLO #10. Evaluation: Rubric utilized.</p> <p>LO#10: EBI Items (Indirect Measure): Q091 (Demonstrate accountability for your own actions) and Q099 (Delegate nursing care while retaining accountability).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
11. Demonstrate leadership principles in professional and interprofessional practice.	<p>N3107 Health Policy for RNs</p> <p>N3447 Public Health Nursing for RNs</p>	<p>N3107 Direct Measures (3) 1) Satisfactory on-line discussion board response about PLO #11, application of concepts with supporting evidence and references. Evaluation: Rubric utilized. 2) Satisfactory completion of IHI Open School Basic Certificate in Quality & Safety Evaluation: Successful completion of certificate. 3) Satisfactory preparation of a draft of a healthcare policy issue letter to a legislator. Evaluation: Rubric utilized.</p> <p>N3107 Indirect Measure: Satisfactory on-line discussion board posting focused on self-reflection about PLO #11. Evaluation: Rubric utilized.</p> <p>N3447 Direct Measure: Satisfactory completion of a paper focused on understanding LO #11, with supporting references. Evaluation: Rubric utilized.</p> <p>N3447 Indirect Measure: Satisfactory completion of DB posting related to</p>	<p>Assigned course instructors will:</p> <p>1) review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions;</p> <p>2) review trends in grade ranges for each course.</p> <p>3) identify the percentage of students who score “satisfactory” on the discussion boards. If >15% of students score less than satisfactory on discussion boards, a detailed analysis of the assignment and preparation materials will be conducted and presented with the course summary.</p> <p>4) share their course review during the RN to BSN meetings with other faculty and the RN to BSN Coordinator.</p> <p>Coordinator of the RN to BSN program provides a summary report</p>

	<p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>understanding of PLO #11. Evaluation: <i>Rubric to be developed by fall of 2018.</i> 2) Satisfactory completion of a paper to evaluate student’s application/knowledge of evidence based-healthy environment standards Evaluation: Rubric is used for this paper.</p> <p>N4107 Indirect Measures: 1) Satisfactory on-line discussion board reflective response about other student’s posts about PLO #11. Evaluation: Achieves a grade of 77% or higher on DB postings. DB accounts for 35% of grade. <i>Rubric to be added by Summer 2018.</i></p> <p>N4507 Direct Measure: Satisfactory completion of a paper related to understanding of nursing leadership qualities in the work setting, with supportive references included. Evaluation: Rubric utilized.</p> <p>N4507 Indirect Measure: Satisfactory completion of a self-reflection paper related to perspectives about nursing leadership in one’s own work setting. Evaluation: Rubric utilized.</p> <p>LO#11: EBI Items (Indirect Measure): Q085 (Work with Interprofessional teams).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
<p>12. Demonstrate understanding of health care policy issues, trends and strategies as they influence accessibility, accountability and</p>	<p>N3107 Health Policy for RNs</p>	<p>N3107 Direct Measures:(4) 1) Completes midterm and final exam. Evaluation: Earns 77% or higher & is required to pass each exam. 2) Completes the IHI Open School Basic Certificate in Quality & Safety.</p>	<p>Assigned course instructors will: 1)review course evaluations by students and prepare a course summary of the results and propose a plan to address any identified weaknesses or student suggestions;</p>

	<p>N4507 Portfolio: Comprehensive Nursing Practice</p>	<p>N4107 Indirect Measure: Satisfactory on-line discussion board postings related to students' reflections about other student's posts about PLO #12 (e.g., family-centered care and visiting hours in the hospital setting). Evaluation: Achieves a grade of 77% or higher on DB postings. <i>Rubric to be added by Summer 2018.</i></p> <p>N4507 Direct Measure: Satisfactory completion of a paper related to understanding of health care policies, with supportive references included. Evaluation: Rubric utilized.</p> <p>N4507 Indirect Measure: Satisfactory completion of a paper related to self-reflection of a video about the nurse's role related to a health care policy issues and trends. Evaluation: Rubric utilized.</p> <p>PLO#12: EBI Items (Indirect Measure): Q050 (Understand how health care delivery system is organized), Q055 (Understand the effects of health policies on diverse populations), Q056 (Understand the global health care environment), Q057 (Incorporate knowledge of cost factors when delivering care), and Q062 (Support fairness in the delivery of care).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
<p>13. Utilize appropriate information and healthcare technologies to enhance the delivery of client care.</p>	<p>N3107 Health Policy for RNs</p>	<p>N3107 Direct Measure: Satisfactory completion of the IHI Open School Basic Certificate in Quality & Safety. Evaluation: Rubric utilized.</p>	<p>Assigned course instructors will: 1)review course evaluations by students and prepare a course summary of the results and propose a plan to address any</p>

		<p>PLO#13: EBI Items (Indirect Measure): Q054 (Use appropriate technologies to assess patients).</p> <p>Course Rubrics: Appendix A-F <i>Course Evaluations are completed by course faculty and analyzed by course and option coordinator.</i></p>	
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Table Note: To save space in the table, nursing course acronyms were listed as N vs. NURS.

Appendices Legend:

Appendix A: Rubrics for 3 Courses: NURS 3107 (Healthcare Policy for RNs), NURS 3447 (Public Health Nursing for RNs), & NURS 3457 (Community Project)

Appendix B: Rubrics for Course: NURS 3207: Health Assessment for the Registered Nurse

Appendix C: Rubrics for Course: NURS 3807: Conceptual Framework

Appendix D: Rubrics for Course: NURS 4107: Leadership & Management

Appendix E: Rubrics for Course: NURS 4147: Evidence Based Practice

Appendix F: Rubrics for Course: NURS 4507: Portfolio

Appendices Note: The above list of appendices includes the current RN to BSN course rubrics to evaluate assignments listed under the ‘Direct and Indirect’ measures that are listed in this program assessment table. Some of the course rubrics are noted to be developed in the table before the next course offering in either the summer or fall of 2018.

Program Assessment Note:

The assessment evidence for the RN to BSN program in this program assessment table was approved by the assigned expert consultant, as ready for submission on 01-29-18.

1. It is not recommended to try and assess (in depth) all of the program learning outcomes every semester. It is best practice to plan out when each outcome will be assessed and focus on 1 or 2 each semester/academic year. Describe the responsibilities, timeline, and the process for implementing this assessment plan.

The following 3-year annual review of the RN to BSN Program Learning Outcomes (PLO) is planned:

Year 1 (2017-2018): Program Learning Outcome (PLO) #1, 2, 3, & 4

Year 2 (2018-2019): PLO #5, 6, 7, & 8

Year 3 (2019-2020): PLO #9, 10, 11, 12, & 13

The RN to BSN Coordinator will ask RN to BSN faculty to present during a scheduled RN to BSN meeting:

- 1) Their review of how the course assignments meet identified PLOs during the target assessment year (e.g., Year 1).
- 2) Address the status of any course assignment changes recommended from the prior year RN-BSN meeting.
- 3) Recommendations for any changes in future course assignments and rubrics related to meeting any of the PLOs.
- 4) Faculty attending the meetings will conduct a vote on recommended changes.
- 5) Approved changes in courses assignments and/or rubrics will be made to implement during the next course offering.

2. Please explain how these assessment efforts are coordinated with Madrid (courses and/or program)?

Not applicable. Students enrolled in the RN to BSN students do not take courses in Madrid.

3. The program assessment plan should be developed and approved by all faculty in the department. In addition, the program assessment plan should be developed to include student input and external sources (e.g., national standards, advisory boards, employers, alumni, etc.). Describe the process through which your academic unit created this assessment plan. Include the following:

a. Timeline regarding when or how often this plan will be reviewed and revised. (This could be aligned with program review.)

The following 3-year annual review of the RN to BSN Program Learning Outcomes (PLO) is planned:

Year 1 (2017-2018): PLO #1, 2, 3, & 4

Year 2 (2018-2019): PLO #5, 6, 7, & 8

Year 3 (2019-2020): PLO #9, 10, 11, 12, & 13

The following 3-year annual revision plan for RN to BSN Program Learning Outcomes (PLO) is planned, for identified/approved changes:

Year 1 (2017-2018): PLO #1, 2, 3, & 4. Changes will be completed by the start date of the 2018 fall term.

Year 2 (2018-2019): PLO #5, 6, 7, & 8. Changes will be completed by the start date of the 2019 fall term.

Year 3 (2019-2020): PLO #9, 10, 11, 12, & 13. Changes will be completed by the start date of the 2020 fall term.

b. How students were included in the process and/or how student input was gathered and incorporated into the assessment plan.

Annual review and necessary revisions of all course assignments, related to meeting course PLOs, are based on the assigned course faculty to review annual student course evaluations and to prepare an annual course summary. All course summaries are submitted to the RN to BSN Coordinator.

c. What external sources were consulted in the development of this assessment plan?

The RN to BSN Coordinator used the following national standards to prepare this program assessment table and inclusion of course assignment rubrics: BSN essentials, CCNE standards, QSEN, and AACN.

d. Assessment of the manageability of the plan in relation to departmental resources and personnel

The RN to BSN Coordinator and faculty assigned to teach in this program will make all course assignment reviews and changes related to PLOs. The current procedure is that faculty can request staff support to upload revised documents into courses in the blackboard system. This continued plan is satisfactory.

Appendix A: Rubrics for Course Assignments for: NURS 3107, NURS 3447, & NURS 3457

**NURS 3107: Healthcare Policy for RNs
Discussion Board Grading Rubric:**

Grade	Behavior
9-10	Consistently supports discussion statements with text, readings, and/or lecture content, with correct A.P.A. reference citation
7-8	Provides weak support for responses to seminar discussion
4-6	Responses primarily anecdotal or opinion based without appropriate supportive documentation
1-3	Inadequate or incomplete responses
0	No response

NURS 3107: Healthcare Policy for RNs

Grading Rubric for Letter to a Legislator or Decision Maker Within a Healthcare Organization Regarding a Healthcare-Related Issue

Making your voice heard means you need to convey your opinions to legislators. This will often include writing a letter or e-mail.

Because legislators receive hundreds if not thousands of letters and emails from constituents, following this template will help your letter stand above the rest.

Dear Senator/Representative (last name):

Opening Paragraph: (20 pts.)

_____ Correctly identify legislator and correctly address letter

_____ State the subject of your letter

_____ Use the bill number or name, if available

_____ Identify yourself and your hospital or health system (if applicable)

Body of Letter: (50 pts.)

_____ Explain the issue simply and factually at a level the senator or representative will understand.

_____ Give a local example of the impact of the issue to make the legislator care.

_____ State your position on the bill or provision, whether you support or oppose it.

Closing: (20 pts)

_____ Thank the senator or representative for their attention to the issue.

_____ Let the senator or representative know you are a resource for more information.

Spelling/grammar/format: (10 pts)

NURS 3447- Public Health Nursing for RNs
Discussion Board Grading Rubric:

Grade	Behavior
9-10	Consistently supports discussion statements with text, readings, and/or lecture content, with correct A.P.A. reference citation
7-8	Provides weak support for responses to seminar discussion
4-6	Responses primarily anecdotal or opinion based without appropriate supportive documentation
1-3	Inadequate or incomplete responses
0	No response

Population Focused Assessment Grading Rubric:

<u>PART I: ASSESSMENT:</u>		30%	
(This section should provide the rationale for the project described below)			
		25	_____
1. Identifies population and health needs of the selected population. Literature review should reflect at least 5 references from professional journals within the last five years		5	_____
2. Summarize demographic data on the selected population and health needs as identified by the Community Database &/or additional data as appropriate.			
<u>PART II:</u>		30%	
1. Identify programs currently in place to support the needs of the selected community and/or health problems. Identify and explain one program from the LOCAL, STATE, AND NATIONAL levels. (You should have a total of 3 programs)		10	_____
2. Present evidence of positive and negative issues of the programs.		10	_____
3. Interview of one local person of programs is expected. Please narrate the conversation and summarize the information; avoid using first person.		10	_____
<u>PART III:</u>		20%	
1. Identify and address the gaps in programs of the selected community and health problems.		10	_____
2. Identify ways in which a CHN could address the gaps of programs		10	_____
<u>APPENDICES:</u>		10%	

1. Community Database	5	_____
2. Describe the search strategy used for identifying relevant literature and the results of the search. (Medline, CINAL, etc).	5	_____
<u>REFERENCES & SCHOLARLY FORMAT:</u>	10%	
1. Use APA formatting (6th edition), citation of sources in text, tables, and reference list. Remember to title each table, and provide the source of the data. **ABSTRACT is not necessary	4	_____
2. Include a title page, running head (this is different on the first page), and table of contents. ABSTRACT is not necessary.	2	_____
3. Include a reference list of all print and electronic sources used.	2	_____
4. At least 5 references from nursing or public health journals should be included to provide the rationale for the project within the last 10 years.	2	_____

The paper should be a maximum of **10 typed pages**, excluding appendices.

NURS 3447 Public Health Nursing for RNs Assignment Rubrics

NURS 3447: Public Health Nursing for RNs

Thinking Upstream #1 Grading Rubric:

Epidemiology	10 points
Pathophysiology	10 points
Interventions (primary, secondary, tertiary)	10 points
References in APA format	10 points
Poster Design/Creativity	10 points
Total	50 points

Thinking Upstream #2 Grading Rubric:

Reasons for prevalence of diabetes	20 points
Three possible public health nursing activities	20 points
Impression of foot note	10 points
Total	50 points

Thinking Upstream #3 Grading Rubric:

Description of major environmental health concerns	20 points
Description of similarities/differences in the United States	20 points
References in APA format	10 points
Total	50 points

NURS 3457 Community Project Course Assignment Rubrics

NURS 3457 Community Project Discussion Board Grading Rubric:

Grade	Behavior
9-10	Consistently supports discussion statements with text, readings, and/or lecture content, with correct A.P.A. reference citation
7-8	Provides weak support for responses to seminar discussion
4-6	Responses primarily anecdotal or opinion based without appropriate supportive documentation
1-3	Inadequate or incomplete responses
0	No response

NURS 3457:Community Project Windshield Survey Grading Rubric:

1 point per slide for the following 17 content areas (photos and bullet points): Housing and zoning, open spaces, boundaries, common areas, transportation, service centers/ government offices, police stations and fire houses, grocery stores, restaurants and fast food eateries, libraries, companies/industries, hospitals/ clinics/ pharmacies/ nursing homes, street people, child care services, food pantries, signs of decay (if any), race, ethnicity, religion, health and morbidity, politics, media, and education.

1 point for introductory slide

1 point for summary addressing what was learned about the community

1 point for summary addressing anticipated health needs of the community based on the windshield survey

Total: 20 points

**NURS 3457 Community Project
Community Project Plan Grading Rubric:**

Prepare a 3 to 5 page paper (APA format with 1 inch margins on all sides, double-spaced, Times New Roman and 12 point font, and page numbers in the upper right corner) that addresses the following elements:

1. General description of population to be served (i.e. teens attending after school activity, seniors at a meal site, new mothers at a clinic). 2 points
2. Brief description of agency or organization with which project is affiliated (i.e. school, community center, Girl Scouts). 2 points
3. Size of project population and geographic area covered. 2 points
4. Brief description of significant health or socio-economic issues for this population. 2 points
5. Overall description of project. Include details about the date, times, and location [include the address] of the project. Describe the project to be implemented. If you are completing a teaching project or other project that involves only a brief encounter with your population (less than 6 hours), you will need to teach more than one session or work with more than one group to accumulate more direct experience hours. Please work with your instructor to make certain that your project will meet the hours requirement for the practice experience. 5 points
6. Provide and describe the evidence from two or more nursing journal articles or other health profession journal articles to support your project. Also, list the references on the Reference page at the end of the project plan paper (see syllabus for information on finding nursing journal articles). 5 points
7. Why was the project chosen? Was project requested by agency? Was this requested by the population? 2 points
8. List at least two goals for the project. (i.e. raise awareness about hypertension in the community, provide services to enhance community fair) 10 points
9. List measurable objectives for meeting the goals. Include specific dates, times and locations wherever possible. 10 points

Paper organization, grammar and spelling, formatting, APA, etc. 10 points.

NURS 3457: Community Project
Community Project Evaluation Grading Rubric:

Prepare a 3 to 5 page paper (APA format with 1 inch margins on all sides, double-spaced, Times New Roman and 12 point font, cover page, and page numbers in the upper right corner) that addresses the following elements:

1. Describe agency or population's response to project. 3 points
2. Review project goals and objectives and how well they were achieved. 5 points
3. Discuss recommendations for future projects with the same agency or population. 5 points
4. Describe what worked well with the project (what you would definitely do again). 5 points
5. Describe what you would do differently if you repeated this project. 5 points
6. Paper organization, grammar and spelling, formatting, APA, etc. 2 points

Appendix B: NURS 3207 Health Assessment for the Registered Nurse Course Rubrics

NURS 3207 Health Assessment for the Registered Nurse Assignment Directions & Rubric

Health Assessment for the Registered Nurse Health History & Physical Assessment

The health history and physical assessment will comprise 20% of your course grade. The purpose of the assignment is to determine your competence to perform all skills addressed during the course.

Please see the weekly course readings and assignments for the date/time the assignment is due. Follow the directions on how to upload the video and share it with me.

I will email you whether I am able to open your assignment once I receive the email that you have shared the video with me. You should plan to check your email regularly until you get this email from me.

Please follow the directions below for this assignment:

- The participant in your assignment should be a family member or acquaintance, not a patient or client from your work environment. The participant should be an adult or older adult, no pregnant females or children under the age of 18 years.
- The participant should be fully dressed for the health history and dressed in loose fitting clothing over a swimming suit for the head to toe assessment. The trunk of the participant should always be covered with clothing. The breasts, buttocks and reproductive systems are not to be included in the assignment.
- Include only the age, gender and culture/ethnicity in the assignment, no other demographic information of the participant.
- The Health History and Head to Toe Assessment should follow the outline in the *etext* for the course, Chapter 29 titled “The Complete Health Assessment.” Again do not include a physical assessment of the breasts, buttocks or reproductive systems of the participant.
- If you do not have or are unable to borrow the instruments needed you are to talk through how you would do that portion of the assessment.
- The assignment is to be video recorded and submitted for grading. Please see attached directions on how to submit the assignment.

See Rubric on the next page.

**NURS 3207: Health Assessment for the Registered Nurse
Health History & Physical Assessment Grading Rubric:**

Component	Points
Health History <ul style="list-style-type: none"> • Present health • Past history • Family history • Psychosocial history • Review of body systems 	5
Appearance and Mental Status	1
Measurements	1
Vital Signs	1
Skin, Hair and Nails	1
Head, Neck and Related Lymphatics	1
The Eye	1
Ears, Nose, Mouth and Throat	1
The Respiratory System and Axillae	1
The Cardiovascular System	1
The Abdomen	1
The Musculoskeletal System	1
The Neurological System	1
Care Plan (Include 2 Nursing Diagnoses based on history and assessment)	3
Total	20 points

Appendix C: NURS 3807 Conceptual Framework Course Rubrics

NURS 3807: Conceptual Framework

Rubric for paper focused on understanding of age related and sociocultural needs of patients and families.

Criteria:	Unsatisfactory (below 77 points)	Satisfactory (78 to 84 points)	Very Good (85 to 92 points)	Excellent (93-100 points)
Demonstrates understanding of nursing patient and family socio-cultural needs and different age groups.				
Provides current APA formatted references to support understanding of literature and concepts.				
Reflection paragraph about age and sociocultural needs of patients and family members.				
	TOTAL			

NURS 3807: Conceptual Framework

Rubric for Paper focused on application of critical thinking and problem-solving skills related to a patient situation.

Criteria:	Unsatisfactory (below 77 points)	Satisfactory (78 to 84 points)	Very Good (85 to 92 points)	Excellent (93-100 points)
Demonstrates understanding of critical thinking and problem-solving skills related to a patient situation.				
Provides current APA formatted references to support understanding of literature and concepts.				
Reflection paragraph about application of previous critical thinking and problem-solving situation in current or past practice setting.				
	TOTAL			

NURS 3807: Conceptual Framework**Rubric for Paper focused on application of nursing leadership principles and Interprofessional team communication.**

Criteria:	Unsatisfactory (below 77 points)	Satisfactory (78 to 84 points)	Very Good (85 to 92 points)	Excellent (93-100 points)
Demonstrates understanding of application of nursing leadership principles and Interprofessional communication.				
Provides current APA formatted references to support understanding of literature and concepts.				
Reflection paragraph about the application of nursing leadership skills. Also, reflection about the importance of using Interprofessional communication in one's current or past practice.				
TOTAL				

NURS 3807: Conceptual Framework

Rubric for Paper focused on application of understanding of a selected health care policy and implications on health care delivery.

Criteria:	Unsatisfactory (below 77 points)	Satisfactory (78 to 84 points)	Very Good (85 to 92 points)	Excellent (93-100 points)
Demonstrates understanding of a selected health care policy and implications on health care delivery to patients and families.				
Provides current APA formatted references to support understanding of literature and concepts.				
Reflection paragraph about the importance of a selected health care policy on a specific patient population in one's current or past clinical practice.				
TOTAL				

Appendix D: NURS 4107 Leadership & Management Course Rubrics

NURS 4107: Leadership & Management Healthy Work Environment Paper Rubric

Name _____

Criterion	Points Possible	Points Earned
Description of the Clinical Unit: - Should be contained in the first paragraph - Thoroughly sets the stage for the reader	15	
AACN Standards: - All 6 standards thoroughly described - Specific examples from the unit given - Literature support for the importance of each standard cited and included on reference page	60	
Summary Evaluation: - Overall conclusion described - Areas of strength and improvement needed identified	15	
Format: - Typed and formatted according to APA (6 th ed.) format - Readability and organization - Spelling and grammar - Concise (\leq 8 pages of text)	10	
Total	100	

NURS 4107: Leadership & Management
Discussion Board Rubric

Name _____

Date _____

- For discussion board participation, students are expected to go online a minimum of twice during the week in order to discuss the posted topic of the week.
- Discussion board posts should be scholarly and respectful in nature.
- In addition, students should post a minimum of 2 (two) meaningful replies twice a week.
- Meaningful replies should be comments that continue or invoke discussion. “I agree” or “Great post” are not meaningful replies and are considered insufficient. See detailed rubric below.
- Discussion board posts reflect insight and application of evidence-based course content.
- All posts and subsequent posts must be complete on Thursdays by 2359 pm.

Criteria	Unacceptable 0 Points	Acceptable 1 Point	Excellent 3 Points	Total Points Awarded
Frequency: Initial posting plus 2 follow up postings	Participates not at all.	Participates less than 3 times and/or postings not distributed throughout week.	Participates 3 times throughout the week.	
Initial Assignment Posting	Posts no assignment.	Posts adequate assignment that may address some aspects of the task: lacks full development of concepts.	Posts well developed assignment that fully addresses and develops all aspects of the task.	
Follow-Up Postings	Posts no follow-up responses to others.	Elaborates on an existing posting without further comment or observation, such as, with “I agree.”	Demonstrates analysis of others’ posts: extends meaningful discussion by building on previous posts.	
Content Contribution	Post information that is off-topic, incorrect, or irrelevant to discussion.	Repeats but does not add substantive information to the discussion.	Posts factually correct, reflective and substantive contribution: advances discussion.	
Clarity	Posts unorganized content that may contain multiple errors.	Communicates in friendly, courteous manner with some errors in clarity or mechanics.	Contributes to discussion with scholarly, clear and concise comments that are free of grammatical or spelling errors.	

Appendix E: NURS 147 Research and Evidence Based Practice Course Rubrics

**NURS 4147: Research and Evidence Based Practice
Rubric for Weekly Discussion Board postings**

Criteria:	Novice (1)	Competent (2)	Proficient (3)	SCORE
Answers all weekly questions				
Discussion quality and use of references from text or readings				
Response to at least 2 other team members				
Posted on time = 1 point				
TOAL				_____ / 10

NURS 4147: Research and Evidence Based Practice
Rubric for Research Article Appraisal Assignment

Criteria:	Novice (1)	Competent (2)	Proficient (3)	SCORE
Appraisal of study design				
Appraisal of quality of article				
Overall quality of assignment				
Assignment posted on time = 1 point				
TOTAL				_____ / 10

NURS 4147: Research and Evidence Based Practice
Rubric for Literature Search Assignment

Criteria:	Novice (1)	Competent (2)	Proficient (3)	SCORE
Identification of three research articles				
Annotation for article 1				
Annotation for article 2				
Annotation for article 3				
APA format and overall quality				
TOTAL				____ / 15

NURS 4147: Research and Evidence Based Practice
Rubric for Observation of Nursing Philosophy and relation to EBP Assignment

Criteria:	Novice (1)	Competent (2)	Proficient (3)	SCORE
Identification of Nursing Philosophy				
Description of role of EBP in nursing philosophy statement				
Overall quality of assignment				
TOTAL				

NURS 4147: Research and Evidence Based Practice
Rubric for PICO question development

Criteria:	Novice (1)	Competent (2)	Proficient (3)	SCORE
Description of current practice and focus on the problem				
Identification of PICO components Patient/Problem/Population Intervention Comparison with other treatments Outcomes				
Initial EBP question development				
Identification of possible search terms and strategies and evidence to be gathered				
Overall quality of assignment				
TOTAL				____ / 15

Appendix F: N4507 Portfolio Course Rubrics

NURS 4507: Portfolio Comprehensive Nursing Practice

Rubric for Paper focused on understanding of: a patient's dignity and need for self-actualization; establishing therapeutic relationships with patients; and the importance of inter-professional communication with other health care providers. (LO #1 & #3, #7)

Criteria:	Unsatisfactory	Satisfactory	Grading Comments
Demonstrates understanding of: (a) fostering patient dignity and self-actualization; (b) establishing therapeutic relationships with patients and family members; and (c) applying inter-professional communication with team members in order to foster patient's quality of life and safe and effective patient care.			
Provides current APA formatted references to support understanding of literature and concepts.			
Reflection paragraph about a past patient care situation related to the focus of this paper			

NURS 4507: Portfolio Comprehensive Nursing Practice

Rubric for Paper focused on perspectives about: (a) working with patients of all ages and with diverse socio-cultural backgrounds; (b) application of nurses' code of ethics and professional standards; and (c) application of professional responsibilities and accountability.

(LO #4, #9, & #10)

Criteria:	Unsatisfactory	Satisfactory	Grading Comments
Demonstrates understanding of the: (a) importance of assessing age and developmental differences and cultural diversity and values of patients and family members; (b) appropriate application of professional ethical and standards during patient care; (d) appropriate application of professional responsibilities and accountability with a past patient situation.			
Provides current APA formatted references to support understanding of literature and concepts.			
Reflection paragraph about a past patient care situation related to the focus of this paper.			

NURS 4507: Portfolio Comprehensive Nursing Practice

Rubric for Paper focused on understanding of the: (a) application of critical thinking and problem solving skills during patient care and (b) importance of recognition and understanding of evidence based research related to delivery of safe & effective patient care. (LO #2, #5, & #8)

Criteria:	Unsatisfactory	Satisfactory	Grading Comments
Demonstrates understanding of the: (a) application of critical thinking and problems solving skills during patient care and (c) importance of recognition and understanding of evidence based research related to delivery of safe and effective patient care.			
Provides current APA formatted references to support understanding of literature and concepts.			
Reflection paragraph about a past patient care situation related to the focus of this paper.			

NURS 4507: Portfolio Comprehensive Nursing Practice

Rubric for Paper focused on understanding of: (a) application of nursing leadership principles and professional and inter-professional practice principles; (b) application of a health care policy to a patient situation to ensure delivery of effective and affordable health care; and (c) use of current healthcare technology to enhance delivery of patient care.

(LO #11, #12, & #13)

Criteria:	Unsatisfactory	Satisfactory	Grading Comments
Demonstrates understanding of (a) appropriate application of leadership, professional, and inter-professional principles; (b) application of a health care policy to effective delivery of effect and affordable health care; and (c) use of current health care technology to enhance delivery of patient care			
Provides current APA formatted references to support understanding of literature and concepts.			
Reflection paragraph about a past patient care situation related to the focus of this paper.			