

5.1 EPSLO #1: Safety

Provide safe nursing care within the healthcare system.

Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA
ATI Comprehensive Predictor Mountain Measurement Report	Annual review. In-depth discussion every four years.	ATI Group Score will meet or exceed the national mean in the NCLEX Pharmacological/Parenteral Therapies category.

Data				2025 Analysis	
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NCLEX Content Area: Pharmacological/Parenteral Therapies					
Year	Group Score		National Mean	%> National Mean	
	Hybrid	Trad		Hybrid	Trad
2025	87.7	88.2	71.2	100	100
2024	78.9	83.4	68.9	71.4	89.5
2023	78.9	77.0	68.9	71.4	68.2

Nursing faculty members discussed the Systematic Plan of Evaluation. For the safety outcome, data were collected from ATI pharmacological and parenteral therapies. Nursing faculty commented that they have been intentional about embedding pharmacology across clinical, lecture, lab, and simulation settings. The individual courses have helped as well. The faculty members noted that the graduating classes from 2025 both performed 100% above the national mean. Based on the remarkable performance in this outcome, the faculty members decided to continue monitoring the data without making any additional changes. (see minutes 2.9.26)

2025-2026 Action: Continue to monitor—no additional actions at this time.

5.1 EPSLO #1: Safety

Provide safe nursing care within the healthcare system.

Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA
ATI Comprehensive Predictor Annual Mountain Measurement Report	Annual review. In-depth discussion every four years.	ATI Group score will meet or exceed the national mean in the NCLEX Safety & Infection Control category.

Data				2025 Analysis	
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NCLEX Content Area: Safety and Infection Control					
Year	Group Score		National Mean	%> National Mean	
	Hybrid	Trad		Hybrid	Trad
2025	77.5	84.3	70.1	73.7	91.7
2024	72.8	74.7	74.5	57.1	57.9
2023	79.5	81.5	74.5	71.4	81.8

Faculty noted that the 2025 hybrid cohort exceeded the benchmark, and traditional students performed very well. Faculty members attribute this to increased intentionality in including safety and infection control content in the skills fair, the creation of focused exams, and case studies that apply these principles in class. In reviewing the mountain measurement report, which measures NCLEX performance, nursing faculty members noted that students testing in 2025 exceeded the WY, ADN, and USA benchmarks (see meeting minutes 2.9.26).

2025-2026 Action: The nursing faculty members determined that no further action was needed at this time. They will continue to monitor trends to see whether the cohorts remain strong in this category.

5.1 EPSLO #2: Clinical Judgment			
Incorporate prior knowledge, current research, and clinical expertise in decision-making.			
Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment		ELA
ATI Comprehensive Predictor Mountain Measurement Report	Annual review. In-depth discussion every four years.		ATI Group score will be at or above 75% on the NCLEX Clinical Judgment category.
Data			2025 Analysis
NCLEX Content Area: Clinical Judgment			
Year	Group Score		Benchmark established by Nursing Faculty
	Hybrid	Trad	
2025	73.3	72.3	75%
2024	75	78.9	75%
2023	76.7	80.3	75%
Critical Thinking Categories			
2025	Group Average		Benchmark established by Nursing Faculty
	Hybrid	Trad	
Recognizing Cues	79.9	n/a	80
Analyzing Cues	64.5	n/a	65
Prioritizing Hypothesis	71.1	n/a	60

The nursing faculty have been monitoring the NCLEX Content Area: Clinical Judgment category to evaluate this outcome. However, the nursing faculty determined that the data were not meaningful for two reasons: 1) the students consistently met the benchmark established by the faculty members, and 2) more detailed information is now available on clinical judgment, which breaks the concept into 5 categories. The nursing faculty members have been tracking categorical data for several years and have recently established benchmarks in each category based on historical performance and growth.

Consequently, the Nursing faculty members have expanded clinical judgment outcome measurement to include subcategories to include the NCSBN clinical judgment categories:

Generate Solutions	76.0	n/a	80
Take Action	74.7	n/a	75
Evaluate Outcomes	87.7	n/a	80

NCLEX Content Area: Physiologic Adaptation

Year	Group Score		National Mean	%> National Mean	
	Hybrid	Trad		Hybrid	Trad
2025	72.2	82.4	72.6	42.1	100
2024	74.4	79.9	69.8	78.6	84.2
2023	68.1	70.3	69.8	57.1	72.7

1. Recognizing Cues scores will be at or above 80%.
2. Analyzing Cues scores will be at or above 65%.
3. Prioritizing Hypothesis scores will be at or above 60%.
4. Generate Solutions scores will be at or above 80%.
5. Take Action scores will be at or above 75%.
6. Evaluate Outcomes scores will be at or above 80%.

The EPSLO ELAs were established by the nursing faculty based on data trends from Sp2022-Sp2025 (see meeting minutes 10.27.25). Faculty noted that student performance fell below the benchmark in several categories. Faculty also noted that these are new benchmarks and that student performance was close, indicating that the benchmark encourages growth (see meeting minutes 2.9.26). In addition, the Mountain Measurement report for NWC showed strong performance across these categories. Faculty noted that NWC student performance exceeded that of other programs in the state (see meeting minutes 2.2.26). Faculty decided to add the NCLEX Content Area: Physiologic Adaptation as a method of evaluation for this EPSLO beginning in spring 2026 (see minutes 2.23.26).

2025-2026 Action: Discontinue measuring this outcome under the NCLEX category: Clinical Judgment. Will begin evaluating this outcome using the subcategories of clinical judgment, including recognizing cues, analyzing cues, prioritizing hypotheses, generating solutions, taking action, and evaluating outcomes. Will begin evaluating this outcome using the NCLEX category: Physiologic Adaptation beginning in spring 2026. The nursing faculty determined that no additional changes were needed at this time, particularly since this is a newly established evaluation method, data, and benchmarks. Faculty will continue to monitor student performance in this outcome.

5.1 EPSLO #3: Leadership

Demonstrate leadership skills as part of an interprofessional team to promote desired outcomes.

Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA																						
ATI Comprehensive Predictor, Leadership Project in NURS 2400 (beginning spring 2026), Interprofessional Project in NURS 2400 (beginning spring 2026).	Annual review. In-depth discussion every four years.	The ATI Group score will be at or above 80% in the Leadership category. Beginning Spring 2026: 90% of the graduating cohort will achieve an average score of 85% on the Leadership Project and the Interprofessional Project assigned during NURS 2400. Rationale: Students at the end of the program should exhibit proficiency in leadership behaviors.																						
Data		2025 Analysis																						
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="4" style="text-align: center;">ATI Category: Clinical Leadership</th> </tr> <tr> <th rowspan="2" style="text-align: center;">Year</th> <th colspan="2" style="text-align: center;">Group Score</th> <th rowspan="2" style="text-align: center;">Benchmark Established by Faculty</th> </tr> <tr> <th style="text-align: center;">Hybrid</th> <th style="text-align: center;">Trad</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">2025</td> <td style="text-align: center;">87.9</td> <td style="text-align: center;">83.9</td> <td style="text-align: center;">80</td> </tr> <tr> <td style="text-align: center;">2024</td> <td style="text-align: center;">83.2</td> <td style="text-align: center;">88.3</td> <td style="text-align: center;">80</td> </tr> <tr> <td style="text-align: center;">2023</td> <td style="text-align: center;">85.7</td> <td style="text-align: center;">86.0</td> <td style="text-align: center;">80</td> </tr> </tbody> </table>		ATI Category: Clinical Leadership				Year	Group Score		Benchmark Established by Faculty	Hybrid	Trad	2025	87.9	83.9	80	2024	83.2	88.3	80	2023	85.7	86.0	80	<p>Leadership EPSLO is measured using the ATI Clinical Leadership category. Students exceeded the previous clinical leadership category, and the nursing faculty determined that a new evaluation method would better support their discussions and decision-making. Consequently, the nursing faculty decided to evaluate leadership at the end of the program by developing a leadership project that incorporates leadership assignments throughout the program into a final-semester portfolio and an evidence-based practice presentation to measure the EPSLO leadership outcome more effectively. Students will incorporate the NURS 1100 Health Promotion Project, NURS 1200 National Patient Safety Goals Project, NURS 2300 Mental Health</p>
ATI Category: Clinical Leadership																								
Year	Group Score		Benchmark Established by Faculty																					
	Hybrid	Trad																						
2025	87.9	83.9	80																					
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NURS 2400 Leadership Project																									
Year	Group Average		Benchmark established by Nursing Faculty																						
	Hybrid	Trad																							
2025	n/a	n/a	90% to begin Spring 2026																						
2024	n/a	n/a	n/a																						
2023	n/a	n/a	n/a																						
<p>2025-2026 Action: Refine syllabi, mid-term/final evaluation, cohort outcome tracking, and handbook to reflect change in leadership outcome measurements and ELAs beginning SP 26. Will begin data collection in Spring 2026 on student performance.</p>																									
<p>5.1 EPSLO #3: Leadership Demonstrate leadership skills as part of an interprofessional team to promote desired outcomes.</p>																									
Assessment Method		Frequency of Data Collection Frequency of EPSLO Assessment		ELA																					
ATI Comprehensive Predictor Mountain Measurement Report		Annual review. In-depth discussion every four years.		ATI Group Score will meet or exceed the national mean in the NCLEX Management of Care category.																					
Data			2025 Analysis																						

NCLEX Content Area: Management of Care					
Year	Group Score		National Mean	%> National Mean	
	Hybrid	Trad		Hybrid	Trad
2025	85.2	86.1	79.0	84.2	91.7
2024	86.7	91.0	76.3	85.7	94.7
2023	89.8	84.6	76.3	72.7	85.7

The second EPSLO leadership measurement is the management of care category on the ATI comprehensive predictor. Nursing faculty members reported that 80% or more of students consistently perform above the national mean. They agreed that this category appropriately measures the EPSLO and that the Mountain Measurement report indicates rising proficiency, with scores exceeding those of WY, ADN, and USA since 2023 (see meeting minutes, 2.9.2026).

2025-2026 Action: No further action at this time. Nursing faculty will continue to monitor data to confirm rising proficiency.

5.1 EPSLO #4: Patient Centeredness					
Use effective communication and advocacy to provide individualized care.					
Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA			
ATI Comprehensive Predictor Mountain Measurement Report	Annual review. In-depth discussion every four years.	ATI Group Score will meet or exceed the national mean in the NCLEX Psychosocial Integrity category.			
Data		2025 Analysis			
NCLEX Content Area: Psychosocial Integrity Category					
Year	Group Score		National Mean	%> National Mean	
	Hybrid	Trad		Hybrid	Trad
2025	84.7	79.5	77.1	68.4	58.3
2024	86.3	88.3	70.7	85.7	84.2
2023	89.6	86.0	70.7	100	86.4

Patient-Centeredness EPSLO is measured using psychosocial integrity and physiology- and adaptation-focused questions on the ATI Comprehensive Predictor. The nursing faculty members had previously decided to discontinue measuring psychosocial integrity, but in light of the downward trend, they decided

to keep this measurement point. The nursing faculty reviewed the NCLEX test plan published by the NCSBN and decided to incorporate new psychosocial learning activities to support increased performance in this category (see minutes 2.9.26). Additionally, the EPSLO's focus on communication and advocacy is captured well in this form of evaluation (see minutes 2.23.26). To broaden evaluative methods beyond ATI comprehensive predictor scores, the nursing faculty members decided to develop a means of measuring patient-centeredness in the clinical care setting. The nursing faculty chose to focus their evaluation of the student's final concept map in NURS 2400. The nursing faculty members will incorporate the SBAR into the final concept map (see minutes 2.23.26). The new EPSLO Patient Centeredness outcome will be measured using the current concept map grading rubric and SBAR, with an ELA of 90% of the graduating cohort will achieve an average score of 85% or greater on the final Concept Map in NURS 2400 (see meeting minutes 12.8.25). The new ELA and measurement of this outcome, using the concept map and SBAR, will begin in Spring 2026. (see meeting minutes 2.2.26 & 2.23.26)

NURS 2400 Final Concept Map

Year	Group Score Average		Faculty Established Benchmark
	Hybrid	Trad	
2025	n/a	n/a	90%
2024	n/a	n/a	n/a
2023	n/a	n/a	n/a

2025-2026 Action: Refine syllabi, midterm/final evaluations, cohort outcome tracking, concept map rubric to incorporate SBAR, and handbook to reflect changes in patient-centered outcome measurement and ELA beginning SP 26. Will begin data collection in Spring 2026 on student performance. Will incorporate new learning activities focused on psychosocial content in NURS 2300 SP 26 to address declining Psychosocial Integrity student learning outcomes.

5.1 EPSLO #4: Patient Centeredness

Use effective communication and advocacy to provide individualized care.

Assessment	Frequency of Data Collection	ELA
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Method	Frequency of EPSLO Assessment					
ATI Comprehensive Predictor Mountain Measurement Report	Annual review. In-depth discussion every four years.		ATI Group Score will meet or exceed the national mean in the NCLEX Physiologic Adaptation category.			
Data			2025 Analysis			
			<p>The nursing faculty members noted that the Physiologic adaptation scores for the traditional students met the benchmark, whereas the hybrid cohort did not, with only 42.1% performing above the national mean. In reviewing trends, it appears that the hybrid cohort has not consistently met the benchmark in this category when evaluated using this method. Interestingly, the nursing faculty noticed that the 2025 graduates have been performing increasingly well in this category on the NCLEX exam, as noted in the Mountain Measurement report. (See meeting minutes 2.9.2026). In examining patient-centeredness EPSLO, the nursing faculty members determined that the evaluative method of focusing on the physiologic adaptation content in the ATI Comprehensive Predictor did not capture advocacy and communication. However, this NCLEX content area is important given the program's history of performance challenges. Upon reviewing the definition of this content area on the ATI Comprehensive Exam, the nursing faculty decided that this would fit better with the clinical judgment EPSLO. Consequently, this evaluative method will move to clinical judgment beginning in the spring of 2026 (see minutes 2.23.26).</p>			
NCLEX Content Area: Physiologic Adaptation						
Year	Group Score		National Mean	% > National Mean		
	Hybrid	Trad		Hybrid	Trad	
2025	72.2	82.4	72.6	42.1	100	
2024	74.4	79.9	69.8	78.6	84.2	
2023	68.1	70.3	69.8	57.1	72.7	

2025-2026 Action: Beginning Spring 2026, this outcome will no longer be measured using the ATI Comprehensive Predictor exam, NCLEX Content Area: Physiologic Adaptation. The faculty chose to move this to the Clinical Judgment PSLO to measure that outcome better. The faculty chose concept maps as a more appropriate measure.

5.1 EPSLO #5: Professionalism

Practice within the core values, principles, and standards of the nursing profession.

Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA
ATI Comprehensive Predictor	Annual review. In-depth discussion every four years.	ATI Group score will be at or above 90% probability of passing the NCLEX (71.5) on the NLN category: Professional Identity.

Data

2025 Analysis

NLN Category: Professional Identity			
Year	Group Score		90% probability of passing the NCLEX
	Hybrid	Trad	
2025	83.3	80.0	71.5
2024	82.4	87.0	80
2023	92.9	87.0	80

EPSLO Professionalism is measured using the NLN Categories of Professional Identity and QSEN Category Evidence-Based Practice on the ATI Comprehensive Predictor exam. Students have consistently met the benchmark in both areas across both cohorts. Faculty members attributed this to a focus on professionalism in clinical, lab, simulation, and classroom settings. Consistent membership in the Student Nurses' Association may also have supported this outcome. The discussion included the possibility of raising the benchmark to allow for growth. However, the nursing faculty decided to wait for more data.

2025-2026 Action: The nursing faculty members decided not to change any measurements at this time and to continue monitoring the data.

5.1 EPSLO #5: Professionalism

Practice within the core values, principles, and standards of the nursing profession.

Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA
ATI Comprehensive Predictor	Annual review. In-depth discussion every four years.	ATI Group score will be at or above 90% probability of passing the NCLEX (71.5)

		on the QSEN category: Evidence-based Practice.																						
Data		2025 Analysis																						
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QSEN Category: Evidence-Based Practice																								
Year	Group Score		90% probability of passing the NCLEX																					
	Hybrid	Trad																						
2025	72.0	72.4	71.5																					
2024	72.8	77.9	70																					
2023	73.5	75.4	70																					
2025-2026 Action: The nursing faculty members determined not to change any measurements at this time and to continue to monitor the data.																								
5.1 EPSLO #6: Health Promotion Utilize the nursing process and a broad knowledge base to maximize health.																								
Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA																						
ATI Comprehensive Predictor Mountain Measurement Report	Annual review. In-depth discussion every four years.	ATI Group Score will meet or exceed the national mean in the NCLEX Health Promotion and Maintenance category.																						
Data		2025 Analysis																						

The EPSLO outcome for health promotion has traditionally been a challenge for NWC, and statewide data indicate it has been a challenge for programs statewide. The 2025 data in this category indicate that students are meeting the benchmarks, but not as strongly as the faculty members had hoped during the program. As indicated in the mountain measurement report, faculty members noted that students' performance in this category did not meet the statewide benchmark and has not consistently met it over the past three years. The nursing faculty members reviewed the NCSBN NCLEX test plan for health promotion and discussed various areas in which they are incorporating developmental aspects. The nursing faculty suggested that adolescence might be an area that could use additional resources for students. They decided to add additional learning activities and opportunities for adolescents in their courses. (See meeting minutes 2.9.26)

NCLEX Content Area: Health Promotion and Maintenance					
Year	Group Score		National Mean	%> National Mean	
	Hybrid	Trad		Hybrid	Trad
2025	72.9	75.6	72.5	52.6	75.0
2024	73.4	82.8	66.6	64.3	73.7
2023	72.7	69.4	66.6	71.04	45.5

2025-2026 Action: Nursing faculty members will include more content on adolescence in the curriculum plan beginning Spring 2026.

Assessment Method	Frequency of Data Collection Frequency of EPSLO Assessment	ELA
ATI Comprehensive Predictor Mountain Measurement Report	Bi-Annual review. In depth discussion every four years.	ATI Group score will meet or exceed the national mean in the NCLEX Reduction of Risk Potential category.
Data		2025-2026 Analysis

NCLEX Content Area: Reduction of Risk Potential					
Year	Group Score		National Mean	%> National Mean	
	Hybrid	Trad		Hybrid	Trad
2025	72	80.4	71.1	52.6	91.7
2024	80.6	83.1	74.4	64.3	68.4
2023	78.6	75.6	74.4	57.1	45.5

14 items on the ATI Comprehensive predictor exam measure the students' proficiency in reducing the likelihood that clients will develop complications or health problems related to existing conditions, treatments or procedures. This has historically been a challenge for students. However, in recent years, students have made significant gains in proficiency. Scores continue to increase among the 2025 cohorts. The benchmark was met and the percentage of students who exceed the national mean has increased. See meeting notes 5.6.25. and Program Learning Report Fall 2025 for more details.

2025-2026 Action: No action at this time. Continue to monitor data for need to make curriculum changes.

5.2 Licensure/Certification Pass Rate						
Assessment Method		Frequency of Data Collection Frequency of Assessment			ELA	
Cohort Tracking NCSBN/WSBON reports		Annually			<p>The most recent annual NCLEX-RN pass rate or the mean pass rate for the three most recent years must meet at least one of the following, based on the number of test-takers:</p> <ul style="list-style-type: none"> • 80% or greater for all first-time test takers or • 80% or greater for all first-time test takers and repeaters, or • At or above the national/territorial mean based on the nursing program type 	
Data					Analysis/Actions	
Year	Traditional		Hybrid		Aggregate	
	Trad	AP	Trad	AP	Cohort	WSBON
2025	100%	n/a	94.7%	n/a	96.66%	96.15%
2024	87.5%	100%	91.6%	100%	90.6%	88.46%
2023	90%	100%	85%	n/a	88%	89.19%

Analysis: Traditional students achieved a 100% pass rate on the NCLEX-RN. Nursing faculty members noted that this was a strong class. See meeting minutes 8.20.25. The WSBON annual pass rate for 2025 included one December graduate from the 2025 hybrid program and 17 December graduates from the 2024 hybrid program. The rest of the Dec 2025 cohort tested in 2026. There were 30 graduates in total from the May 2025 and December 2025 cohorts. 29 passed the exam on the first attempt, and 1

							<p>failed the first attempt but passed on the second. The program exceeded the benchmark. Faculty note that curriculum changes over the past two years have tightened content, broadened exposure to content and testing outside of ATI, aligned outcomes, and focused on clinical judgment (See end-of-semester wrap-up notes, May 5, 6, 7th, 2026).</p> <p>Action: No action needed at this time.</p>
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6.3 Program Completion Rate

Assessment Method		Frequency of Data Collection Frequency of Assessment			ELA
Cohort tracking		Each semester after graduation of each cohort.			<p><u>Associate Degree Nursing Program:</u> Eighty percent (80%) of the students who enter the first semester of the associate degree in nursing will satisfactorily complete the program within four semesters with a 'C' or better.</p> <p><u>Advanced Placement Students:</u> Eighty percent (80%) of the students who enter the third semester of the Associate Degree in Nursing Program will satisfactorily complete the program within two semesters with a 'C' or better.</p>
Data					Analysis/Actions
Year	Modality	Option AP Trad		Graduates Completed/Entered	
2025	Hybrid	n/a	79.16%	19/24	79.48%
	Traditional	n/a	80%	12/15	
2024	Hybrid	100%	75%	13/17	76.1%
	Traditional	100%	72.9%	19/25	
2023	Hybrid	n/a	100%	7/7	87.8%
	Traditional	100%	83%	22/26	
<p>Analysis: In reviewing the completion rates of the traditional 2025 cohort, nursing faculty noted no AP students and 3 academic failures, with 1 successfully returning and currently in the program. The completion rate is 80%, meeting the benchmark. No action plans at this time; continue to monitor. See meeting minutes 8.20.2025. In examining the 2025 hybrid program completion rates, the faculty noted one probation violation, two skill check-off failures, and two students who failed to achieve the final clinical or course grade. As a result, the hybrid completion rate was 79.16, and the total completion rate of all NWC RN graduates for 2025 was 79.48%. The faculty also noted lower TEAS entrance scores and, in some cases, GPAs. For some, it was time management. Although the benchmark was not met, the faculty agree that it is appropriate and will maintain expectations for student performance in the lab, clinical, and classroom (see the end-of-semester wrap-up meeting, May 5-7, 2026).</p>					

						Action: Continue to monitor—no action at this time.
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6.4 Job Placement

Assessment Method(s)		Frequency of Data Collection Frequency of Assessment		ELA
Surveys, observation, social media		6 months after graduation of each cohort.		Ninety percent (90%) of Associate Degree in Nursing Program graduates seeking employment as a nurse will obtain employment within 6 months of graduation.
Data				Analysis/Actions
Year	# of Graduates	# of Graduates responding	Placement Rate	<p>Analysis: The nursing faculty discussed employment rates among students who graduated in 2025. They noted that the program collects data through social media, clinical observation, and return surveys. They also commented that graduates typically have a job by the 8-week mark in the semester they graduate. The data show 96% employment, and the faculty-specified benchmark is 90%. The nursing faculty members agreed that the benchmark was appropriate (see meeting notes, May 5-7, 2026, end-of-semester wrap-up).</p> <p>Action: No further action needed.</p>
2025	30	13/18 hybrid 11/12 traditional	100% hybrid and 100% traditional employed	
2024	32	8/25 traditional 9/13 hybrid	100% of traditional and 84.6% of hybrid respondents employed	
2023	29	16	100%	