

**2016-2017 Department of Advanced Practice Nursing  
Graduate Outcomes and Program Competencies  
Family Nurse Practitioner Program (Master Science Nursing/Post-Master's Certificate)**

<b>Program Goal: Critical Thinker</b>  <b>APN Student Learning Outcome:</b> A critical thinker who utilizes the intellectually disciplined processes of conceptualizing, applying, analyzing, synthesizing, and evaluating information as a guide for advanced nursing practice:				<b>Operational Definition:</b> Successful completion of expanded SOAP notes and/or Case studies as evidenced by grade of 83% B or better  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will achieve operational definition  <b>Outcome:</b> _____ Not Met <u>  X  </u> Met Partially Met		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Synthesizes theoretical frameworks used in the integration of knowledge from related sciences and humanities, clinical knowledge, and nursing sciences as the foundations for advanced nursing practice.  2. Analyzes the significance of	Faculty for APN 644, 664, 670	Director of FNP Program/APN Faculty	Annually in February	In courses (644, 664, and 670) where two expanded notes were required the scores of the final expanded note would be used to examine the achievement levels of students in obtaining the	<b>Fall 2015 APN 664 n-24 2<sup>nd</sup> expanded soap range 82-100, all students but one 82%, all others over 83%.</b>  <b>Fall 2015 APN 670. n-44. 42/44 or 95% of students earned 83% or</b>	<b>Faculty discussion regarding this assessment measurement method. Will continue to utilize the assessment method with revising the operational definition to reflect assessment</b>

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<p>advanced nursing knowledge as it relates to selected populations.</p>				<p>expected 83% or higher on the assignment.</p>	<p>greater on the expanded soap note. 1 earned 87%, 1 earned 72%.</p> <p><b>Spring 2016 APN 644</b> 54/54 met the outcome. Mean score was 98.5%.</p> <p><b>Summer 16: APN 644</b> 1 student achieved an 80%, 42/43 achieved &gt; 83%.</p> <p>97% met the Outcome</p> <p><b>Spring 2016 APN 670</b> n =23. 23/23 or 100% of students scored at 83% or better on the long soap note.</p> <p><b>Summer 2016 APN 664</b></p>	<p>method wording r/t final expanded soap (not first or a combined score) note as evidenced by grade of 83% or better.</p>
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					n = 51. 50/51 or 98% earned at least 83% or better on the assignment. One student earned a zero, as the assignment was not completed. This student failed the course.	
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<b>Program Goal: Communicator</b>  <b>APN Student Learning Outcome:</b> A communicator who utilizes multiple modalities strategically for the optimal transmission of messages and interaction with the intended audience				<b>Operational Definition:</b> 1) Successful completion of APN 697 EBP project manuscript as evidenced by grade of 83% B or better and submission of final manuscript to peer reviewed journal. 2) Demonstrates a 2 (0-4 scale) or better on Likert scale for items <b>III, IV, and V</b> on APN 670 Student Clinical Evaluation Tool.  <b>Expected Level of Achievement/Decision Rule of Action</b> 90% of students will achieve operational definition  <b>Outcome:</b> _____ Not Met <u>  X  </u> Met _____ Partially Met		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Communicates effectively both orally and in writing in a manner that commands professional attention.  2. Uses technology strategically to access, organize, document, and present information.	Faculty for APN 697 Faculty for APN 670	FNP Director/APN Faculty	Annually in October	APN 697 1. Evidence Based Practice project manuscript score <b>and</b> submission to peer-reviewed journal  2. APN 670 student clinical evaluation tool:	<b>Fall 2015:</b> <b>APN 697</b> 34 students All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication	Discussion with faculty regarding the courses that are utilized for the basis of the assessment method. It was decided that APN 670 was a better fit for the program goal of Communicator.

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				<p>Items #3, 4, and 5 score of 2 or better</p>	<p><b>Spring 2016: APN 697</b> 21 students All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication</p> <p><b>APN 670: Fall 2015</b> 44 students all students achieved a score of 2 (LIKERT scale 0-4) or better on items # 3, 4, and 5 of the clinical evaluation tool</p> <p><b>APN 670: Spring 2016</b> 23 students all students achieved a score of 2 (LIKERT scale 0-4) or better</p>	<p>Therefore for 2017-2018, APN 670 will be the only course utilized for this program goal and APN 697 will not be utilized.</p>
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					on items # 3, 4, and 5 of the clinical evaluation tool	
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<b>Program Goal: Advanced Provider #1-3</b> <b>APN Student Learning Outcome:</b> A provider who is competent to apply evidence-based advanced nursing knowledge including culturally adaptive care, assessment, prescriptive interventions, evaluation, collaboration, and education				<b>Operational Definition:</b> Average scores at 2 or above on Likert Scale (0-4) APN 670 Clinical Evaluation Tool and successful completion of the program's final clinical component.  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will achieve operational definition  <b>Outcome:</b> _____ <b>Not Met</b> <u>  <b>X</b>  </u> <b>Met</b> _____ <b>Partially Met</b>		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Meets advanced practice competencies for selected populations.  2. Provides safe, cost-effective, and culturally adaptive advanced practice nursing for special populations.  3. Evaluates outcomes of advanced practice	Faculty for APN 670	FNP Director/APN Faculty	Annually in November	APN 670 Clinical Evaluation Tool based on 0-4 Likert Scale and successful completion of the program's final clinical component.	<b>Fall 2015</b> 44/44 = 100% of students successfully completed the final clinical component and obtained scores of at least 2 or greater on the Clinical evaluation Tool Likert Scale (0-4).	Faculty discussed the appropriateness of utilizing the clinical evaluation tool as the assessment method. All agree that the assessment tool and method are appropriate and will continue to be utilized.

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nursing interventions, methods, or strategies.					<p><b>Spring 2016</b>          24/24 = 100%          of Students          Successfully          completed the          final clinical          component and          obtained scores          of at least 2 or          greater on the          Clinical          evaluation Tool          Likert Scale (0-4).</p>	
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<b>Program Goal: Advanced Provider #4-6</b>  <b>APN Student Learning Outcome:</b> A provider who is competent to apply evidence-based advanced nursing knowledge including culturally adaptive care, assessment, prescriptive interventions, evaluation, collaboration, and education				<b>Operational Definition:</b> Successful completion of the program's final clinical preceptorship in APN 670 as demonstrated by grade "B" (83%) or better on long soap note (or combined long soap note) scores and averaged Typhon Evaluation scores.  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will achieve operational definition  <b>Outcome:</b> _____ Not Met <u>  X  </u> Met _____ Partially Met		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
4. Collaborates with others in the implementation of advanced practice nursing.  5. Provides expert consultation to	Faculty for APN 670	FNP Director/APN Faculty	Annually in November	APN 670 expanded SOAP note scores (or combined long soap note scores) and APN 670	<b>Fall 2015</b> <b>44 students</b> Expanded soap note scores: 1 score less than 83% (72%). Which is 43/44 or	Faculty discussed the appropriateness of utilizing the expanded soap note and combined typhon scores

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<p>others to resolve complex problems related to client-care situations, and /or health care delivery systems, and/or education.</p> <p>6. Develops, implements, and evaluates educational programs for selected populations.</p>				<p>combined semester Typhon Evaluation scores</p>	<p>97.7% of students met the expected benchmark of 90%.</p> <p>Combined Typhon Evaluation: (two evaluations for fall 2015) 44 students. 4 students out of 40/44 (90.9%) did not meet the benchmark of 90%</p> <p><b>Spring 2016</b> <b>23 students</b> all students = 100% met the benchmark of earning at least 83% on the expanded soap note.</p> <p>23 students had two typhon evaluations. Combined scores demonstrated</p>	<p>as the assessment methods. All agree that both of these assessment methods are appropriate and will continue to be utilized.</p>
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					one score less than 83% = 81%, 22/23 = 95.6% of students met the benchmark of 83% or better on the averaged typhon evaluation.	
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<b>Program Goal: Leader</b>  <b>APN Student Learning Outcome:</b> A leader who inspires, persuades, and mentors others in the implementation of organizational visions and missions				<b>Operational Definition:</b> Successful completion of APN 697 EBP project manuscript as evidenced by grade of 83% B and submission of final manuscript to peer reviewed journal.  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will achieve at or above the operational definition  <b>Outcome:</b> ___ Not Met ___ <b>X</b> ___ Met ___ Partially Met		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Assumes a leadership role in one or more areas: health care, professional organizations, community, research, and/or education.  2. Interprets the role and functions of the nurse prepared at the master's level to clients, nurses and	Faculty for 697	FNP Director/APN Faculty	Annually in October	APN 697 Evidence Based Practice project manuscript score and submission to peer-reviewed journal.	<b>Fall 2015:</b> <b>APN 697</b> <b>34/34 students</b> <b>All students</b> <b>earned a grade</b> <b>of 83% or</b> <b>better and</b> <b>submitted to a</b> <b>peer reviewed</b> <b>journal for</b> <b>potential</b> <b>publication</b>  <b>Spring 2016:</b> <b>21 students</b>	<b>Discussion with</b> <b>faculty</b> <b>regarding the</b> <b>appropriateness</b> <b>of utilizing the</b> <b>same</b> <b>assessment</b> <b>method from</b> <b>APN 697 for</b> <b>both program</b> <b>goals of</b> <b>communicator</b> <b>and leader.</b> <b>Faculty</b> <b>supported</b>

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<p>other health care provides, and policy-makers.</p> <p>3. Works collegially to design, implement, and evaluate programs for performance improvement.</p> <p>4. Coordinates the implementation of evidence-based practice.</p>					<p>All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication</p>	<p>utilization of APN 697 manuscript assessment method for Leader rather than Communicator. Therefore, faculty will continue to utilize APN 697 for this program goal assessment method.</p>
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<b>Program Goal: Professional</b>  <b>APN Student Learning Outcome:</b> A professional who is a role model through adherence to the ethical, legal, and professional standards of the discipline specialty area				<b>Operational Definition:</b> Scores a minimum of 2 on all items on the Likert Scale APN 670 Student Clinical Evaluation Tool.  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will achieve at or above the operational definition  <b>Outcome:</b> _____ <b>Not Met</b> <u>  <b>X</b>  </u> <b>Met</b> _____ <b>Partially Met</b>		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Models professional behavior.  2. Demonstrates accountability for advanced practice nursing decisions based on ethical and professional standards.  3. Interprets the role functions of expert clinician, educator, researcher, administrator, and consultant and implements these roles, as appropriate,	Faculty for APN 670	FNP Director/APN Faculty	Annually in February	APN 670 student clinical evaluation tool and track those that score less than 2.	<b>Fall 2015 APN 670</b> n=44. 44/44 or 100% earned at least a score of 2 or better on all items on the APN 670 evaluation tool.  <b>Spring 2016 APN 670</b> n = 23. 23/23 or 100% earned at least a score of 2 or better on all items on the APN 670	Faculty discussion. Will continue this assessment method as faculty support that the assessment method is valid in measuring the outcomes.

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based on specialty preparation.					evaluation tool.	
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<b>Program Goal: Life-Long Learner</b>  <b>APN Student Learning Outcome:</b> A life-long learner who incorporates new knowledge related to culture, ecology, economics, politics, science, and technology				<b>Operational Definition:</b> Completion of life-long learning assignment documented in personal portfolio with a score of at least 83%, and a DB r/t professional organization with a score of at least 83%.  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will achieve at or above the operational definition  <b>Outcome:</b> _____ <b>Not Met</b> _____ <b>Met</b> _____ <b>X</b> _____ <b>Partially Met</b>		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Assumes responsibility to maintain current knowledge in professional nursing practice by articulating a plan for life-long learning.  2. Promotes excellence in nursing through regular attendance at educational activities	Faculty for APN 675	FNP Director/APN Faculty	Annually in March	APN 675 life-long learning assignment in personal portfolio  APN 675 DB r/t professional organization	<b>Fall 2015</b> <b>(Section 301)</b> 25/25 Achieved better than 83%  <b>DB: 25/25</b> Achieved 83% or better on the measure; thus, 100% of students met the outcome.	<b>On the portfolio:</b> all students met the outcome; however on the outcome of professional organization, one section: Fall 2015, section 302 did not meet the expected level of achievement of 90%, but met

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<p>designed to expand knowledge and competencies.</p> <p>3. Seeks and participates in professional and personal growth promoting activities</p>					<p><b>(section 302)</b> 17/17 Achieved better than 83%.</p> <p>DB: 2/17 = 15/17 did not achieve 83% of better on the measure. This is 88% of students, therefore, did not meeting the outcome of 90%.</p> <p><b>Spring 2016</b> 23/23 Achieved better than 83% <b>(All earned 100%)</b> DB: 21/23 Achieved better than 83%. One student earned 50%, one students earned 80%, (scores: 5/10, 8/10). 91% of students met this outcome.</p>	<p>at level of 88%. So this overall was partially met.</p>
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<b>Program Goal: Advocate</b>  <b>APN Student Learning Outcome:</b> An advocate who critiques and develops policies, and participates in activities that promote positive change				<b>Operational Definition:</b> Completion of the Perspective Project paper with a 83% or better score  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will meet operational definition  <b>Outcome:</b> ____ Not Met <b><u>X</u></b> Met ____ Partially Met		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Participates in activities to improve health care practices and policies.  2. Assumes the role of policy developer.  3. Advocates for policy changes that promote health.	Faculty for APN 601	FNP Director/APN Faculty	Annually in March	APN 601 Perspective Project paper scores	<b>Fall 2015 (2 sections) Section 301:</b> 23 students Range 116-140 out of 140 points. 83% on the 140 point assignment equates to 116.2=83%. 2 students (8.7% of class) scored under 83% (scores were 116, 116)	Faculty Discussion about assessment techniques and sections on rubrics. Rubric was changed to add a conclusion portion for spring 2016 semester. Would select the content sections versus

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				<p>Average grade was 131.70 Median grade was 134 (standard dev 7.21) <b>Section 302:</b> 6 students Range 121-138 out of 140 points. 83% on the 140 point assignment equates to 116.2=83%. All students earned &gt;83% Average 127.83 Median 127 Standard Deviation 5.21</p> <p><b>Overall for this semester,</b> 29 students Range 116-140 out of 140 points. 83% on the 140-point assignment equates to 116.2=83%. 2 students (6.9% of class) scored under</p>	<p>overall paper grade. Faculty decision would be to make certain assignment rubric is reflective in scoring content areas versus non-content area, and make certain that rubric weighting of non-content areas are would not support students passing this assignment. Faculty reviewed rubric and rubric did reflect the assessment measurement and high scoring on non-content areas would not pass students. Faculty also discussed using data measurement</p>
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					<p>83% on the overall assignment <b>Artifacts submitted—papers and rubrics for 2 lowest grades (116/140) and papers for 2 highest grades (140/140)</b></p> <p><b>Spring 2016 (2 Sections)</b> <b>Section 301:</b> 24 students Range 123-150 out of 150 points. 83% on the 150 point assignment equates to 124.5=83%. 1 student (4.2% of class) scored under 83% (score was 123) Average 144.75, Median 147.00, Standard Dev 5.91</p> <p><b>Section 302:</b></p>	<p>using percentages rather than point driven data.</p>
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					<p>28 students        Range 129-150        out of 150        points. 83% on        the 150 point        assignment        equates to        124.5=83%.        (0 students        scored under        83%)        Average        142.93, Median        145.50,        standard dev        6.34</p> <p><b>Overall for this        semester,</b>        52 students        Range 123-150        out of 150        points. 83% on        the 150 point        assignment        equates to        124.5.        1 student (1.9%        of class) scored        under 83% on        the overall        assignment</p> <p><b>Artifact        submitted—        paper and        rubric for</b></p>
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					<b>lowest grade (123/150)</b>	
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<b>Program Goal: Coordinator of Community Resources</b>  <b>APN Student Learning Outcome:</b> A coordinator who collaborates with agencies and other providers for the most effective utilization of resources				<b>Operational Definition:</b> Successful completion of patient encounters reflected by final Typhon evaluation of 83% or greater.  <b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of the students will achieve at or above the operational definition  <b>Outcome:</b> ___ Not Met ___ <b>X</b> Met ___ Partially Met		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Coordinates care with others.  2. Refers individuals, families, groups, communities, students, and organizations to appropriate resources.  3. Negotiates services for selected populations.	Faculty for APN 670	FNP Director/APN Faculty	Annually in April	APN 670 Typhon entries reflect utilization of available resources appropriate to encounters. Successful completion is defined by 83% or greater on final Typhon evaluation.	<b>Fall 2015</b> (sections 301/302) n= 44 students. 40/44 students earn 83% or greater on the final typhon evaluation. Overall 90% of students met the outcome.  <b>Spring 2016 –</b>	Faculty discussion regarding outcome measures and assessment method. Overall, the assessment method continues to serve well and will be utilized for future

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					<p><b>all sections.</b>          n = 23          all students          earned at least          83% or greater          on the final          typhon          evaluation.          Therefore,          100% of          students met          the outcome.</p>	<p>assessment.          However, the          rubric for          Typhon          evaluation will          be examined for          potential          revisions.</p>
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<b>Program Goal: Knowledge Contributor</b>  <b>APN Student Learning Outcome:</b> A knowledge contributor who synthesizes, designs, conducts, and implements research to bring about changes and make improvements in professional practice .				<b>Operational Definition:</b> Successful completion of APN 697 project manuscript as evidenced by a score of 83% and mandatory submission for publication to peer reviewed journal.  <b>Expected Level of Achievement/Decision Rule of Action:</b> 100% of students will achieve at or above the operational definition  <b>Outcome:</b> _____ Not Met <u>  X  </u> Met    _____ Partially Met		
<b>Process</b>				<b>Implementation</b>		
<b>Knowledge Skill or ability Attitude/Disposition</b>	<b>Documentation Located</b>	<b>Who has Responsibility</b>	<b>Time/ Frequency of Assessment</b>	<b>Assessment Method</b>	<b>Results of Data Collection and Analysis including actual levels of achievement</b>	<b>Actions For program Development, Maintenance, or Revision</b>
1. Critically appraises published and unpublished nursing research.  2. Contributes to nursing knowledge and evidence-based practice through validation, refinement, and extension of research.  3. Applies, designs,	Faculty for APN 697	FNP Director/APN Faculty	Annually in April	APN 697 EBP project manuscript score and submission of manuscript to peer reviewed journal.	<b>Fall 2015</b> <b>APN 697-303 (Susan/Jessica)</b> <b>(n-14)</b> <b>Minimum 85.5</b> <b>Maximum 100</b> <b>Average 96.79</b> <b>7 manuscripts submitted to peer reviewed journals (2 resulted in peer reviewed poster presentations at the state level)</b>	<b>Faculty discussion regarding outcome measures and assessment method. Overall, the assessment method continues to serve well with students and faculty collaboration</b>

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<p>conducts, and implements research to bring about change and make improvements in one's own professional environment.</p>					<p><b>(Felicia)</b> n = 10 (5 pairs of students) in merged course for sections 301/302/304. All final manuscripts earned grade of 83% or better and all 5 final manuscripts were submitted to peer-reviewed scholarly journals for publication consideration.</p> <p><b>(Julie)</b> n = 10 (5 pairs of students). all students scores 83% or better. 5 final manuscripts were submitted to peer-reviewed scholarly journals for publication consideration.</p> <p><b>SPRING 2016</b></p>	<p>and demonstrates students' professional development. This measurement will be utilized for future assessment.</p>
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					<p><b>(Jessica) n= 7</b> all final manuscripts earned grade of 83% or better and all 3 manuscripts were submitted to peer-reviewed scholarly journals for publication consideration.</p> <p><b>(Felicia) n = 6</b> 3 final manuscripts earned grade of 83% or better and all 3 manuscripts were submitted to peer-reviewed scholarly journals for publication consideration. One of these was picked up for publication.</p> <p><b>(Julie) n= 8</b> 4 groups and all earned 83% or better on the</p>	
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**2016-2017 Department of Advanced Practice Nursing  
Graduate Outcomes and Program Competencies  
Family Nurse Practitioner Program (Master Science Nursing/Post-Master's Certificate)**

					final manuscript. All submitted a manuscript; one group was accepted for publication.	
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