### Program Goal: Critical Thinker

**APN Student Learning Outcome:** A critical thinker who utilizes the intellectually disciplined processes of conceptualizing, applying, analyzing, synthesizing, and evaluating information as a guide for advanced nursing practice:

**Operational Definition:**
Successful completion of expanded SOAP notes and/or Case studies as evidenced by grade of 83% B or better

**Expected Level of Achievement/Decision Rule of Action:**
90% of students will achieve operational definition

<table>
<thead>
<tr>
<th>Outcome:</th>
<th>Not Met</th>
<th>Met</th>
<th>Partially Met</th>
</tr>
</thead>
</table>

### Process

<table>
<thead>
<tr>
<th>Knowledge Skill or ability</th>
<th>Documentation Located</th>
<th>Who has Responsibility</th>
<th>Time/ Frequency of Assessment</th>
<th>Assessment Method</th>
<th>Results of Data Collection and Analysis including actual levels of achievement</th>
<th>Actions For program Development, Maintenance, or Revision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attitude/Disposition</td>
<td>Faculty for APN 644, 664, 670</td>
<td>Director of FNP Program/APN Faculty</td>
<td>Annually in February</td>
<td>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 <strong>Fall 2015 APN 664</strong> n=24 2nd expanded soap range 82-100, all students but one 82%, all others over 83%. <strong>Fall 2015 APN 670</strong>, n=44 42/44 or 95% of students earned 83% or over</td>
<td>Faculty discussion regarding this assessment measurement method. Will continue to utilize the assessment method with revising the operational definition to reflect assessment</td>
<td></td>
</tr>
<tr>
<td>advanced nursing knowledge as it relates to selected populations.</td>
<td>expected 83% or higher on the assignment.</td>
<td>Spring 2016 APN 644 54/54 met the outcome. Mean score was 98.5%. Summer 16: APN 644 1 student achieved an 80%, 42/43 achieved &gt; 83%. 97% met the Outcome.</td>
<td>Spring 2016 APN 670 n =23. 23/23 or 100% of students scored at 83% or better on the long soap note. Summer 2016 APN 664 method wording r/t final expanded soap (not first or a combined score) note as evidenced by grade of 83% or better.</td>
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</tbody>
</table>
2016-2017 Department of Advanced Practice Nursing
Graduate Outcomes and Program Competencies
Family Nurse Practitioner Program (Master Science Nursing/Post-Master's Certificate)

| 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. |
Program Goal: Communicator

APN Student Learning Outcome:
A communicator who utilizes multiple modalities strategically for the optimal transmission of messages and interaction with the intended audience

Operational Definition:
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 III, IV, and V on APN 670 Student Clinical Evaluation Tool.

Expected Level of Achievement/Decision Rule of Action
90% of students will achieve operational definition

Outcome: Not Met X Met Partially Met

<table>
<thead>
<tr>
<th>Process</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge Skill or ability</td>
<td>Documentation Located</td>
</tr>
<tr>
<td>Attitude/Disposition</td>
<td>Faculty for APN 697 Faculty for APN 670</td>
</tr>
</tbody>
</table>

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.
<table>
<thead>
<tr>
<th>Item</th>
<th>Spring 2016: APN 697</th>
<th>Therefore for 2017-2018, APN 670 will be the only course utilized for this program goal and APN 697 will not be utilized.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>21 students</td>
<td></td>
</tr>
<tr>
<td></td>
<td>All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication</td>
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<tr>
<td></td>
<td><strong>APN 670:</strong> Fall 2015</td>
<td></td>
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<tr>
<td></td>
<td>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</td>
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<tr>
<td></td>
<td><strong>APN 670:</strong> Spring 2016</td>
<td></td>
</tr>
<tr>
<td></td>
<td>23 students all students achieved a score of 2 (LIKERT scale 0-4) or better</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Items #3, 4, and 5 score of 2 or better</th>
<th>21 students</th>
<th>All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2016: APN 697</td>
<td>21 students</td>
<td>All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication</td>
</tr>
<tr>
<td>APN 670: Fall 2015</td>
<td>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</td>
<td>APN 670: Spring 2016 23 students all students achieved a score of 2 (LIKERT scale 0-4) or better</td>
</tr>
</tbody>
</table>

Therefore for 2017-2018, APN 670 will be the only course utilized for this program goal and APN 697 will not be utilized.
|                          |                          |                          |                          | on items # 3, 4, and 5 of the clinical evaluation tool |
### Program Goal: Advanced Provider #1-3

**APN Student Learning Outcome:**
A provider who is competent to apply evidence-based advanced nursing knowledge including culturally adaptive care, assessment, prescriptive interventions, evaluation, collaboration, and education

**Operational Definition:**
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.

**Expected Level of Achievement/Decision Rule of Action:**
90% of students will achieve operational definition

<table>
<thead>
<tr>
<th>Outcome: ______ Not Met</th>
<th>X</th>
<th>Met</th>
<th>______ Partially Met</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Process</th>
<th>Implementation</th>
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</thead>
<tbody>
<tr>
<td>Knowledge Skill or ability</td>
<td>Documentation Located</td>
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<tr>
<td>Attitude/Disposition</td>
<td></td>
</tr>
</tbody>
</table>

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.

**Fall 2015**  
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. |  |  |  | **Spring 2016**  
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). |

---

8
## Program Goal: Advanced Provider #4-6

### APN Student Learning Outcome:
A provider who is competent to apply evidence-based advanced nursing knowledge including culturally adaptive care, assessment, prescriptive interventions, evaluation, collaboration, and education

### Operational Definition:
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.

### Expected Level of Achievement/Decision Rule of Action:
90% of students will achieve operational definition

<table>
<thead>
<tr>
<th>Outcome:</th>
<th>Not Met</th>
<th>Met</th>
<th>Partially Met</th>
</tr>
</thead>
</table>

### Process

<table>
<thead>
<tr>
<th>Knowledge Skill or ability</th>
<th>Documentation Located</th>
<th>Who has Responsibility</th>
<th>Time/Frequency of Assessment</th>
<th>Assessment Method</th>
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</table>

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 | Fall 2015 44 students 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 |

---

*Faculty*
### 2016-2017 Department of Advanced Practice Nursing
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| Others to resolve complex problems related to client-care situations, and/or health care delivery systems, and/or education. | 6. Develops, implements, and evaluates educational programs for selected populations. | Combined semester Typhon Evaluation scores | 97.7% of students met the expected benchmark of 90%.

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%

**Spring 2016**
**23 students**
All students = 100% met the benchmark of earning at least 83% on the expanded soap note.

23 students had two typhon evaluations. Combined scores demonstrated as the assessment methods. All agree that both of these assessment methods are appropriate and will continue to be utilized. |
| one score less than 83% = 81%, 22/23 = 95.6% of students met the benchmark of 83% or better on the averaged typhon evaluation. |
## Program Goal: Leader

### APN Student Learning Outcome:
A leader who inspires, persuades, and mentors others in the implementation of organizational visions and missions

### Operational Definition:
Successful completion of APN 697 EBP project manuscript as evidenced by grade of 83% B and submission of final manuscript to peer reviewed journal.

### Expected Level of Achievement/Decision Rule of Action:
90% of students will achieve at or above the operational definition

### Outcome:
___ Not Met  ___X___ Met  ___ Partially Met

### Process Implementation

<table>
<thead>
<tr>
<th>Knowledge Skill or ability</th>
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</tr>
<tr>
<td>1. Assumes a leadership role in one or more areas: health care, professional organizations, community, research, and/or education.</td>
<td>Faculty for 697 FNP Director/APN Faculty</td>
<td>Annually in October</td>
<td>APN 697 Evidence Based Practice project manuscript score and submission to peer-reviewed journal.</td>
<td>Fall 2015: <strong>APN 697</strong> 34/34 students All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication</td>
<td>Discussion with faculty regarding the appropriateness of utilizing the same assessment method from APN 697 for both program goals of communicator and leader. Faculty supported</td>
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<tr>
<td>2. Interprets the role and functions of the nurse prepared at the master's level to clients, nurses and</td>
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<tr>
<td>Competency</td>
<td>Outcome</td>
<td>Method</td>
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<tr>
<td>3. Works collegially to design, implement, and evaluate programs for performance improvement.</td>
<td>All students earned a grade of 83% or better and submitted to a peer reviewed journal for potential publication</td>
<td>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.</td>
<td></td>
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<tr>
<td>4. Coordinates the implementation of evidence-based practice.</td>
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</table>

other health care providers, and policymakers.
### Program Goal: Professional

**APN Student Learning Outcome:**
A professional who is a role model through adherence to the ethical, legal, and professional standards of the discipline specialty area

**Operational Definition:**
Scores a minimum of 2 on all items on the Likert Scale APN 670 Student Clinical Evaluation Tool.

**Expected Level of Achievement/Decision Rule of Action:**
90% of students will achieve at or above the operational definition

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Not Met</th>
<th>Met</th>
<th>Partially Met</th>
</tr>
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</table>

### Process Implementation

<table>
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<tr>
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<tr>
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</tr>
<tr>
<td>1. Models professional behavior.</td>
<td>Faculty for APN 670</td>
<td>FNP Director/APN Faculty</td>
<td>Annually in February</td>
<td>APN 670 student clinical evaluation tool and track those that score less than 2.</td>
<td>Fall 2015 APN 670 n=44. 44/44 or 100% earned at least a score of 2 or better on all items on the APN 670 evaluation tool.</td>
<td>Faculty discussion. Will continue this assessment method as faculty support that the assessment method is valid in measuring the outcomes.</td>
</tr>
<tr>
<td>2. Demonstrates accountability for advanced practice nursing decisions based on ethical and professional standards.</td>
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<tr>
<td>3. Interprets the role functions of expert clinician, educator, researcher, administrator, and consultant and implements these roles, as appropriate,</td>
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</table>

**Spring 2016 APN 670 n = 23. 23/23 or 100% earned at least a score of 2 or better on all items on the APN 670 evaluation tool.**
Based on specialty preparation.

| Evaluation tool. |   |   |   |
### Program Goal: Life-Long Learner

**APN Student Learning Outcome:**
A life-long learner who incorporates new knowledge related to culture, ecology, economics, politics, science, and technology

**Operational Definition:**
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%.

**Expected Level of Achievement/Decision Rule of Action:**
90% of students will achieve at or above the operational definition

Outcome: Not Met Met Partially Met

<table>
<thead>
<tr>
<th>Process</th>
<th>Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Knowledge Skill or ability</strong></td>
<td><strong>Documentation Located</strong></td>
</tr>
<tr>
<td><strong>Attitude/Disposition</strong></td>
<td><strong>Who has Responsibility</strong></td>
</tr>
<tr>
<td><strong>Time/Frequency of Assessment</strong></td>
<td><strong>Assessment Method</strong></td>
</tr>
<tr>
<td><strong>Results of Data Collection and Analysis including actual levels of achievement</strong></td>
<td><strong>Actions For program Development, Maintenance, or Revision</strong></td>
</tr>
<tr>
<td>1. Assumes responsibility to maintain current knowledge in professional nursing practice by articulating a plan for life-long learning.</td>
<td>Faculty for APN 675 FNP Director/APN Faculty Annually in March APN 675 life-long learning assignment in personal portfolio <strong>Fall 2015 (Section 301)</strong> 25/25 Achieved better than 83% <strong>DB:</strong> 25/25 Achieved 83% or better on the measure; thus, 100% of students met the outcome. On the portfolio: 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</td>
</tr>
<tr>
<td>Designed to expand knowledge and competencies.</td>
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<td>-----------------------------------------------</td>
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<tr>
<td><strong>3. Seeks and participates in professional and personal growth promoting activities</strong></td>
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<tr>
<td>(section 302)</td>
<td>17/17 Achieved better than 83%.</td>
</tr>
<tr>
<td><strong>Spring 2016</strong></td>
<td>23/23 Achieved better than 83% (All earned 100%)</td>
</tr>
<tr>
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<td>at level of 88%. So this overall was partially met.</td>
</tr>
</tbody>
</table>
Program Goal: Advocate

APN Student Learning Outcome:
An advocate who critiques and develops policies, and participates in activities that promote positive change

Operational Definition:
Completion of the Perspective Project paper with an 83% or better score

Expected Level of Achievement/Decision Rule of Action:
90% of students will meet operational definition

Outcome: _____ Not Met ____X__ Met _____Partially Met

<table>
<thead>
<tr>
<th>Process</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Knowledge</td>
<td>Documentation Located</td>
</tr>
<tr>
<td>Skill or ability</td>
<td>Located</td>
</tr>
<tr>
<td>Attitude/Disposition</td>
<td>Faculty for APN 601</td>
</tr>
</tbody>
</table>
|   |   |   |   | Average grade was 131.70  
|   |   |   |   | Median grade was 134  
|   |   |   |   | (standard dev 7.21)  
|   |   |   | **Section 302:**  
|   |   |   | 6 students  
|   |   |   | Range 121-138 out of 140 points. 83% on the 140 point assignment equates to 116.2=83%. All students earned >83%  
|   |   |   | Average 127.83  
|   |   |   | Median 127  
|   |   |   | Standard Deviation 5.21  
|   |   |   | **Overall for this semester,**  
|   |   |   | 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 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.
## 2016-2017 Department of Advanced Practice Nursing
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**Family Nurse Practitioner Program (Master Science Nursing/Post-Master's Certificate)**

| 83% on the overall assignment Artifacts submitted—papers and rubrics for 2 lowest grades (116/140) and papers for 2 highest grades (140/140) | using percentages rather than point driven data. |

**Spring 2016 (2 Sections)**

**Section 301:**
- 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

**Section 302:**
<table>
<thead>
<tr>
<th>2016-2017 Department of Advanced Practice Nursing</th>
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<th>Family Nurse Practitioner Program (Master Science Nursing/Post-Master’s Certificate)</th>
</tr>
</thead>
</table>

| 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 **Overall for this semester,** 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 Artifact submitted—paper and rubric for
| | | | lowest grade (123/150) |
**Program Goal: Coordinator of Community Resources**

**APN Student Learning Outcome:**
A coordinator who collaborates with agencies and other providers for the most effective utilization of resources

**Operational Definition:**
Successful completion of patient encounters reflected by final Typhon evaluation of 83% or greater.

**Expected Level of Achievement/Decision Rule of Action:**
90% of the students will achieve at or above the operational definition

Outcome: ____ Not Met  __X__ Met  ____Partially Met

<table>
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</thead>
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<tr>
<td>Knowledge</td>
<td>Documentation Located</td>
</tr>
<tr>
<td>Skill or ability</td>
<td>Attitude/Disposition</td>
</tr>
<tr>
<td>--</td>
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</tr>
<tr>
<td>1. Coordinates care with others.</td>
<td>Faculty for APN 670</td>
</tr>
<tr>
<td>2. Refers individuals, families, groups, communities, students, and organizations to appropriate resources.</td>
<td></td>
</tr>
<tr>
<td>3. Negotiates services for selected populations.</td>
<td></td>
</tr>
</tbody>
</table>
**Family Nurse Practitioner Program (Master Science Nursing/Post-Master's Certificate)**

| all sections. | n = 23 all students earned at least 83% or greater on the final typhon evaluation. Therefore, 100% of students met the outcome. | assessment. However, the rubric for Typhon evaluation will be examined for potential revisions. |

All sections. All students earned at least 83% or greater on the final Typhon evaluation. Therefore, 100% of students met the outcome. However, the rubric for Typhon evaluation will be examined for potential revisions.
**Program Goal: Knowledge Contributor**

**APN Student Learning Outcome:**
A knowledge contributor who synthesizes, designs, conducts, and implements research to bring about changes and make improvements in professional practice.

**Operational Definition:**
Successful completion of APN 697 project manuscript as evidenced by a score of 83% and mandatory submission for publication to peer reviewed journal.

**Expected Level of Achievement/Decision Rule of Action:**
100% of students will achieve at or above the operational definition

Outcome: ____ Not Met  ____X____ Met  _____ Partially Met

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<tbody>
<tr>
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<td></td>
</tr>
<tr>
<td>Documentation Located</td>
<td>Faculty for APN 697</td>
</tr>
<tr>
<td>Who has Responsibility</td>
<td>FNP Director/APN Faculty</td>
</tr>
<tr>
<td>Time/Frequency of Assessment</td>
<td>Annually in April</td>
</tr>
<tr>
<td>Assessment Method</td>
<td>APN 697 EBP project manuscript score and submission of manuscript to peer reviewed journal.</td>
</tr>
<tr>
<td>Results of Data Collection and Analysis including actual levels of achievement</td>
<td><strong>Fall 2015</strong> APN 697-303 (Susan/Jessica) (n=14) Minimum 85.5 Maximum 100 Average 96.79 7 manuscripts submitted to peer reviewed journals (2 resulted in peer reviewed poster presentations at the state level)</td>
</tr>
<tr>
<td>Actions For program Development, Maintenance, or Revision</td>
<td>Faculty discussion regarding outcome measures and assessment method. Overall, the assessment method continues to serve well with students and faculty collaboration</td>
</tr>
</tbody>
</table>
conducts, and implements research to bring about change and make improvements in one’s own professional environment.

(Felicia) $n = 10$ (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.

(Julie) $n = 10$ (5 pairs of students). all students scores 83% or better. 5 final manuscripts were submitted to peer-reviewed scholarly journals for publication consideration.

SPRING 2016
### Family Nurse Practitioner Program (Master Science Nursing/Post-Master’s Certificate)

<table>
<thead>
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<th>(Jessica) n = 7</th>
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<td>all final manuscripts earned grade of 83% or better and all 3 manuscripts were submitted to peer-reviewed scholarly journals for publication consideration.</td>
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<th>(Felicia) n = 6</th>
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<td>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.</td>
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<th>(Julie) n = 8 4</th>
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<tbody>
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<td>groups and all earned 83% or better on the</td>
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All submitted a manuscript; one group was accepted for publication.