

**2017-2018 Department of Advanced Practice Nursing  
Graduate Outcomes and Program Competencies  
Nursing Education**

<p><b>Program Goal: Critical Thinker</b>  <b>NLN Competency 4:</b> Participate in Curriculum Design and Evaluation of Program Outcomes</p> <p><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.</p>				<p><b>Operational Definition:</b>  Successful completion of the curricular design, development, and evaluation activities ( objectives, outcomes, and an evidence-based academic course outline) in APN 653 as evidenced by a grade of 83% (“B”) or better overall.</p> <p><b>Expected Level of Achievement/Decision Rule of Action:</b>  90% of students will achieve operational definition.</p> <p><b>Outcome:</b> _____ <b>Not Met</b> _____ <b>Met</b> _____ <b>Partially Met</b></p>		
<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>
<p>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.</p> <p>2. Analyzes the significance of advanced nursing knowledge as it relates to selected populations.</p>	Faculty for APN 653	Director of Nursing Education /APN Faculty	Annually in February	APN 653 student develops an evidence-based curricular delivery plan (program curriculum, simulation curriculum, or a new employee orientation curriculum) with objectives and outcomes as part of the scholarly activities in curriculum design.		<b>Action:</b>

<b>Program Goal: Communicator</b> <b>NLN competency 1: Facilitate Learning</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> Successful student development and creation of lesson plan and related learning activities in APN 673 utilizing a variety of teaching modalities with satisfactory preceptor evaluation and a grade of 83% ("B") or better overall.  <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>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. Seeks and participates in professional and personal growth promoting activities.  2. Uses technology strategically to access, organize, document, and present information.	Faculty for APN 673	Director of Nursing Education/ APN Faculty	Annually in October	Student successfully creates a Lesson Plan and implements a learning activity on a nursing topic utilizing at least 3 different teaching methodologies based upon learner needs and styles, including, but not limited to hands-on, return demonstration, role-play, reflective writing, peer group collaboration, games, simulation, online forum/discussion board, online collaboration, online module creation and implementation, self-paced learning modules, scholarly paper, informal/formal testing and/or survey administration.		
<b>Program Goal: Advanced Provider #1-2</b> <b>NLN Competency 5: Function as a change agent and leader.</b>				<b>Operational Definition:</b> <b>Operational Definition:</b>		

<b>APN Student Learning Outcome:</b> A provider who is competent to apply advanced nursing knowledge including culturally competent care, assessment, prescriptive interventions, evaluation, collaboration, and education				Successful completion of a health history-taking activity during an interactive health interview exercise for APN 622 with a grade of “B” or better overall. Incorporate culturally competent metrics into the needs survey in APN 683 with a grade of “B” or better overall  <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>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.	Faculty for APN 622 Faculty for APN 683	Director of Nursing Education/APN Faculty	Annually in November	Student initiates and participates in a health history-taking activity during an interactive health interview exercise.         Student incorporates survey questions in needs survey to address the cultural needs of		<b>Action:</b>

				the participants (APN 683).		
<b>Program Goal: Advanced Provider #3-6</b> <b>NLN Competency 3:</b> Use assessment and evaluation strategies.  <b>APN Student Learning Outcome:</b> A provider who is competent to apply advanced nursing knowledge including culturally competent care, assessment, prescriptive interventions, evaluation, collaboration, and education			<b>Operational Definition:</b> Successful completion of all unit assessment/evaluation activities in APN 662 course with a "B" or better overall.  <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> _____ <b>Not Met</b> _____ <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>
3. Evaluates outcomes of advanced practice nursing interventions, methods, or strategies.  4. Collaborates with others in the implementation of advanced practice nursing.  5. Provides expert consultation to 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	Faculty for APN 662	Director of Nursing Education/APN Faculty	Annually in November	Student engages in a variety of assessment and evaluation strategies, including methods of test construction, test item writing, item content analysis, validation of a mix of high versus low order skills or knowledge levels utilizing Bloom's (revised 2010) taxonomy in		<b>Action:</b>

selected populations.				test item writing and construction, formative versus summative evaluation, alternative methods of evaluation.		
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<p><b>Program Goal: Leader</b></p> <p><b>NLN Competency 5:</b> Function as a change agent and leader.</p> <p><b>APN Student Learning Outcome:</b> A leader who inspires, persuades, and mentors others in the implementation of organizational visions and mission.</p>	<p><b>Operational Definition:</b> Actively participates in student teaching (must include face-to-face videotaped teaching experience [clinical or classroom], and may include online) and demonstrates leadership and mentoring skills under guidance of preceptor and faculty in APN 673/completion of course/preceptor evaluation of performance with a "B" or better overall.</p> <p><b>Expected Level of Achievement/Decision Rule of Action:</b> 90% of students will achieve at or above the operational definition.</p> <p><b>Outcome:</b> _____ <b>Not Met</b> _____ <b>Met</b> _____ <b>Partially Met</b></p>
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<p>1. Assumes a leadership role in one or more areas: health care, professional organizations, community, research, and/or education.</p> <p>2. Interprets the role and functions of the nurse prepared at the master's level to clients, nurses and other health care providers, and policy-makers.</p> <p>3. Works collegially to design, implement, and evaluate</p>	Faculty for APN 673	Director of Nursing Education/APN faculty	Annually in October	APN 673 preceptor evaluation of students and student initiates and participates as a leader of a class in classroom or clinical teaching episode, and possibly an online teaching episode, during student teaching experience with preceptor and faculty as guides.		<b>Action:</b>

programs for performance improvement.						
4. Coordinates the implementation of evidence-based practice.						

<b>Program Goal: Professional</b> <b>NLN Competency 6:</b> Pursue Continuous Quality Improvement in the Nurse Educator Role. <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> Successful completion of curricular professional development activity (APN 653) with a grade of “B” or better overall. <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>Partially Met</b>			
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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, based on specialty preparation.	Faculty for APN 653	Director of Nursing Education/APN Faculty	Annually in February	Student reports attendance and documents activities and action items at one professional curriculum meeting.		<b>Action:</b>
<b>Program Goal: Life-Long Learner</b> <b>NLN competency 6:</b> Pursue Continuous Quality Improvement in the Nurse Educator Role			<b>Operational Definition:</b> Successful completion of professional development activity related to area of advanced nursing practice expertise (APN 673) that is related to ongoing preceptor evaluation of student-identified clinical learning needs and a grade of “B” or better overall.			

<b>APN Student Learning Outcome:</b> A life-long learner who incorporates new knowledge related to culture, ecology, economics, politics, science, and technology				<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>Partially Met</b>		
<b>Process</b>				<b>Implementation</b>		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
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 designed to expand knowledge and competencies.  3. Seeks and participates in professional and personal growth promoting activities.	Faculty for APN 673	Director of Nursing Education/ APN Faculty	Annually in October	Attends a professional development activity related to area of advanced nursing practice expertise and N673 course and ongoing preceptor evaluation regarding student learning needs.		<b>Action:</b>



<b>Program Goal: Advocate</b>  <b>NLN Competency 5:</b> Function as a change agent and leader.  <b>APN Student Learning Outcome:</b> An advocate who critiques, develops policies, and participates in activities that promote positive change				<b>Operational Definition:</b> Successful completion of the design of a community or facility-wide health promotion activity aimed at licensed nursing staff related to area of advanced nursing practice expertise (APN 683) with a satisfactory preceptor feedback of clinical activities and a grade of "B" or better on health promotion activity.  <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 _____ Met _____ Partially Met		
<b>Process</b>				<b>Implementation</b>		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
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 683	Director of Nursing Education/APN Faculty	Annually in March	Creates a health promotion activity related to area of advanced nursing practice expertise for a specific patient population.  Satisfactory preceptor feedback of 2 or better on a scale of 1 to 4..		<b>Action:</b>

<p><b>Program Goal: Coordinator of Community Resources</b>  <b>NLN Competency 8:</b> Function within the educational environment.</p> <p><b>APN Student Learning Outcome:</b>  A coordinator who collaborates with agencies and other providers for the most effective utilization of resources</p>	<p><b>Operational Definition:</b>  Successful completion of needs assessment and clinical hours in an area of clinical expertise under guidance of preceptor and faculty (APN 683) with satisfactory preceptor feedback score of 2 or better on a scale of 1 to 4 and a grade of “B” or better on the needs assessment assignment.</p> <p><b>Expected Level of Achievement/Decision Rule of Action:</b>  90% of the students will achieve at or above the operational definition</p> <p><b>Outcome:</b> _____ <b>Not Met</b> _____ <b>Met</b> _____ <b>Partially Met</b></p>
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Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has responsibility	Time/Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
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 683	Director of Nursing Education/ APN faculty	Annually in March	Student participates in clinical experience related to area of advanced nursing practice expertise (focusing on staff and patient education) with preceptor and faculty as guide.		<b>Action:</b>

<b>Program Goal: Knowledge Contributor</b> <b>NLN competency 7:</b> Engages in scholarship  <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 a culminating project and related course assignments in APN697/698 with a project grade of "B" or better and submission of manuscript to a peer review journal.  <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> _____ <b>Not Met</b> _____ <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. 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, conducts, and implements research to bring about change and make improvements in one's own professional environment.	Faculty for APN 697	Director of Nursing Education/ APN faculty (N697/690 Faculty)	Annually in April	Student completes course assignments and culminating project, including development of an evidence-based manuscript and submission to a peer review journal for possible publication.		<b>Action:</b>