# Associate Degree Program Outcomes and Success Measures

The program outcomes of the Associate Degree Nursing program are the standards for measurement of the effectiveness of the curriculum design.

## Program Outcome #1: Performance on licensure exam

- Graduates will pass the licensure exam at or above the national mean.
- (NCBON standard Associate Degree Nursing program shall maintain a three-year average at or above the 95 percent of the national pass rate for licensure level pass rate on the first writing of the licensure examination).

Licensure/Certification Pass Rate								
Dat	a (Aggregate; Disag	Annual Analysis/Actions						
Year	Traditional ADN	LPN-RN option	Aggregate	ELA rates: NCBON currently requires a 3-year pass rate at or above 95% of the				
2022 (national average: 77.91%)	84	94	89	national pass rate for licensure level pass rate on first attempt for calendar years.  Analysis: ELA Met				
2023 (national average: 87.75%)	100	100	100					
2024 (national average: 91.2%)	100	100	100					

## Program Outcome #2: Program Completion

• 55% of students entering the program for the first time will graduate.

Data (Aggregate; Disaggregate if applicable)							
Year	Program Option	# Of Admits to Initial Cohort	On-time Graduates	Aggregate Rates			
2022-2023	Traditional ADN (start Aug 2021)	61	39	Trad- 63.9% Outcome Met  LPN-RN- 72% Outcome Met			
	LPN-RN option (start May 2022)	50	36	Total- 67.5% Outcome Met			
2023-2024	Traditional ADN (start Aug 2022)	61	25	Trad- 40.9% Outcome Not Met  LPN-RN- 54.1% Outcome Not Met			
	LPN-RN option (start May 2023)	48	26	Total- 46.7% Outcome Not Met			
2024-2025	Traditional ADN (start Aug 2023)	50	30	Trad- 49% Outcome Not Met  LPN-RN- 60% Outcome Met			
	LPN-RN option (start May 2024)	51	36	Total- 55% <b>Outcome Met</b>			

## Program Outcome #3: Program Satisfaction

- Graduates will achieve the following outcome expectations:
  - o 90% express satisfaction with the program of learning

2021-2022	2022-2023	2023-2024
91%	92%	100%
Outcome Met	Outcome Met	Outcome Met

## Program Outcome #4: Job Placement

• 90% of the students will become employed as an RN within 6 months after graduation.

Data (Aggregate; Disaggregate if applicable)					Annual Analysis/Actions
Year	# Of Graduates	# Of Graduates responding	Placement Rate	Response Rate	Analysis:
May 2022	75	46	42/46=91.3%	61%	2021-2022: ELA Met 2022-2023: ELA Met
May 2023	51	33	30/33= <b>90.9</b> %	65%	2023-2024: ELA Met
May 2024	67	2	2/2=100%	3%	

### Program Outcome #5: North Carolina Board of Nursing Program Approval Status

 The Associate Degree Nursing program will maintain full approval status. Gaston College ADN program has maintained compliance and approval with the NCBON. This can be found at http://www.ncbon.com/.

### Program Learning Outcomes

#### Upon completion of the program, graduates will:

- 1. Practice professional nursing behaviors incorporating personal responsibility and accountability for continued competence.
- 2. Communicate professionally and effectively with individuals, significant support person(s), and members of the interdisciplinary healthcare team.
- 3. Integrate knowledge of the holistic needs of the individual to provide an individual centered assessment.
- 4. Incorporate informatics to formulate evidence-based clinical judgments and management decisions.
- 5. Implement caring interventions incorporating documented best practices for individuals in diverse settings.
- 6. Develop a teaching plan for individuals, and/or the nursing team, incorporating teaching and learning principles.
- 7. Collaborate with the interdisciplinary healthcare team to advocate for positive individual and organizational outcomes.
- 8. Manage health care for the individual using cost effective nursing strategies, quality improvement processes, and current technologies.
- 9. Prioritize assessments and client-centered nursing interventions relevant to clinical decision making.