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 | | | | |
|---|---|---|---|---|
| Data (Aggregate; Disaggregate if applicable; include "n" values) | | | | 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 national pass rate for licensure level pass rate on first attempt for calendar years.<br><br>Analysis: ELA Met |
| 2021 (national average: 78.78%) | 89 | 97 | 93 | |
| 2022 (national average: 77.91%) | 84 | 94 | 89 | |
| 2023 (national average: 87.75%) | 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 |
| **2021-2022** | Traditional ADN (start Aug 2019) | 61 | 39 | Trad- 63.9% **Outcome Met**<br><br>LPN-RN- 72% **Outcome Met**<br><br>Total- 67.5% **Outcome Met** |
| | LPN-RN option (start May 2021) | 50 | 36 | |
| **2022-2023** | Traditional ADN (start Aug 2021) | 61 | 25 | Trad- 40.9% **Outcome Not Met**<br><br>LPN-RN- 54.1% **Outcome Not Met**<br><br>Total- 46.7% **Outcome Not Met** |
| | LPN-RN option (start May 2022) | 48 | 26 | |
| **2023-2024** | Traditional ADN (start Aug 2022) | 64 | 23 | Trad- 36% **Outcome Not Met**<br><br>LPN-RN- 71% **Outcome Met**<br><br>Total- 53.5% **Outcome Not Met** |
| | LPN-RN option (start May 2023) | 51 | 36 | |

## Program Outcome #3: Program Satisfaction

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

| 2020-2021 | 2021-2022 | 2022-2023 |
|---|---|---|
| 94%<br>Outcome Met | 91%<br>Outcome Met | 92%<br>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:<br>2020-2021: ELA Met<br>2021-2022: ELA Met<br>2022-2023: ELA Met |
| May 2021 | 71 | 30 | 28/30=**93.3%** | 42% | |
| May 2022 | 75 | 46 | 42/46=**91.3%** | 61% | |
| May 2023 | 51 | 33 | 30/33=**90.9%** | 65% | |

## 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.