In an effort to inform the community, prospective students, and current students at St. Mary's School of Nursing's Attainment of End-of-Program Student Learning Outcomes (EOP SLO) and Program Outcomes (PO), the Executive Committee at St. Mary's School of Nursing has developed this document to be made available for all current students' review. If there are any questions regarding these results, please do not hesitate to contact any member of the faculty, one of the coordinators, or the program director.

SMSON EOP SLOs

1. 80% of students in NUR 241 will achieve a 1.5 score or greater on the clinical rubric which measures each end of program (EOP) Student Learning Outcome (SLO).
2. The class average for each ATI component on the Comprehensive Predictor that measures each EOP SLO will be greater than 50%.
3. The overall class mean for the ATI Comprehensive Predictor will be at or above national average.
4. Graduating students rate the achievement of EOP SLO at 2.99 or less.
5. Alumni rate achievement of each EOP SLO at 2.99 or less.
6. Employers rate the achievement of each EOP SLO at 2.99 or less.

All goals were met for the 2024 – 2025 Academic Year.

The data and analyses of the data are below.

1. ***80% of students in NUR 241 will achieve a 1.5 score or greater on the clinical rubric which measures each end of program (EOP) Student Learning Outcome (SLO).***

COURSE	END-OF-PROGRAM STUDENT LEARNING OUTCOMES	Spring 2025		Fall 2024		Summer 2024		Spring 2024		Fall 2023		Summer 2023		Spring 2023		Fall 2022		SUMMER 2022	
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Nursing 241	• Professional Behaviors	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	69/70	98.57	32/32	100	24/24	100	56/56
	2a. Patient centered Care	100	48/48	95.45	21/22	100	24/24	100	24/24	100	56/56	100	70/70	100	32/32	100	24/24	100	56/56
	2b. Patient centered Care	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	70/70	100	32/32	100	24/24	100	56/56
	3. Teamwork and Collaboration	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	70/70	100	32/32	100	24/24	100	56/56
	4. Evidence based practice	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	69/70	98.57	32/32	100	24/24	100	56/56
	5a. Quality improvement	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	70/70	100	32/32	100	24/24	100	56/56
	5b. Quality improvement	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	69/70	98.57	32/32	100	24/24	100	56/56
	6. Safety	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	70/70	100	32/32	100	24/24	100	56/56
	7. Informatics	100	48/48	100	22/22	100	24/24	100	24/24	100	56/56	100	70/70	100	32/32	100	24/24	100	56/56

Analysis: Greater than 80% of the NUR 241 students within the Summer 2023, Fall 2023, and Spring 2024 cohorts achieved a score of 1.5 or greater on their clinical rubric end of program (EOP) student learning outcomes (SLO). In the Fall 2024 semester only one student did not reach the 1.5 score in the clinical rubric for Professionalism (1) and one student for Quality Improvement (5b).

2. *The class average for each ATI component on the Comprehensive Predictor that measures each EOP SLO will be greater than 50%.*
3. *The overall class mean for the ATI Comprehensive Predictor will be at or above national average.*

	ACADEMIC YEAR 2024-2025			ACADEMIC YEAR 2023-2024			ACADEMIC YEAR 2023-2024		
	SPRING 2025	FALL 2024	SUMMER 2024	SPRING 2024	FALL 2023	SUMMER 2023	SPRING 2023	FALL 2022	SUMMER 2022
n	49	22	24	70	32	24	57	42	24
CLASS MEAN %	74.9	72.1%	72.1	77.4	78.7	80.3	72.4	75.7	79.6
NATIONAL MEAN	74.6	71.8%	71.8	71.8	71.8	71.8	71.8	71.8	71.8
PROFESSIONAL BEHAVIORS (*used Professional Identity on CP)	76.2	83.0	79.5	78.7	84.9	74.0	72.7	71.6	79.2
PATIENT CENTERED CARE	78.9	78.9	81.0	78.8	79.8	83.0	71.4	75.3	77.5
TEAMWORK AND COLLABORATION	73.7	74.7	76.9	74.4	83.0	74.5	67.7	72.6	74.7
EVIDENCE BASED PRACTICE	73.9	73.9	74.3	73.6	75.6	74.3	69.2	73.9	79.8
QUALITY IMPROVEMENT	91.8	86.4	75.0	78.6	80.0	83.3	72.8	70.6	93.1
SAFETY	79.0	76.1	81.0	78.2	76.5	77.2	74.0	82.0	77.4
INFORMATICS	55.1	86.4	77.1	77.1	71.9	70.8	56.1	62.7	69.4

Analysis: ATI Comprehensive Predictor class mean scores were assessed for the Summer 2024, Fall 2024 and Spring 2025 NUR 241 classes which revealed 100% of the class mean scores regarding the EOP SLOs for all three cohorts were greater than 50%. Scores measuring EOP SLOs for Summer 2024 were: Professional Behavior 79.5%, Patient Centered Care 81.0%, Teamwork and Collaboration 76.9%, Evidence Based Practice 74.3, Quality Improvement 75.0, Safety 81.0%, and Informatics 77.1%. The overall class average was 72.1% while the national mean was 71.8%. The Fall 2024 cohort took the RN Comprehensive Predictor 2023 exam. Scores for EOP SLO's were: Professional Behavior 83.0%, Patient Centered Care 78.9%, Teamwork and Collaboration 74.7%, Evidence Based Practice 73.9%, Quality Improvement 86.4%, Safety 76.1%, and Informatics 86.4%. The overall class average was 72.1% while the national mean was 71.8%. The Spring 2025 cohort took the RN Comprehensive Predictor 2023 exam. Their scores for EOP SLOs were Professional Behavior 76.2%, Patient Centered Care 78.9%, Teamwork and Collaboration 73.7%, Evidence Based Practice 73.9%, Quality Improvement 91.8%, Safety 79.0%, and Informatics 55.1%. The overall class average was 74.9% while the national mean was 74.6%. The lowest score for Summer 2024 was in Evidenced Based Practice with a mean score of 74.3%. The lowest score for the Fall 2024 class was also in Evidenced Based Practice with a mean score of 73.9%. The lowest score for Spring 2025 was in Informatics with a mean score of 55.1%.

NUR 241 continued to utilize ATI products throughout the curriculum. Faculty proctored ATI practice tests were given in NUR 241 for the Med/Surg ATI, Pharmacology ATI, and Leadership ATI. Students could take practice versions A and B of the Comprehensive Predictor exam at home and required an 80% minimum score with rationales turned off. For the graded proctored Med/Surg, Pharmacology, Leadership, and Fundamentals ATI exams a level two benchmark was required. If level two benchmark was not obtained, students were required to print the "Topics to Review" section of their ATI report. The students would need to look up the information regarding the topics and handwrite a paragraph regarding each topic and meet with Debbie Bridgewater, the academic support coordinator. Mrs. Bridgewater would conduct small group sessions to review the remediation. Two proctored Comprehensive Predictor exams were also given. Students needed to score a 95% probability of passing the NCLEX exam on the first proctored Comprehensive Predictor exam. If they did not achieve this 95% probability, the student would need to meet with their advisor to discuss NCLEX preparation strategies. They would also need to print out the "Topics to Review" section of their ATI report and look up the information regarding the topics and hand write a paragraph regarding each topic and meet with Mrs. Bridgewater in small group sessions to discuss topics. The second proctored Comprehensive Predictor exam was given to students and a 90% probability of passing the NCLEX was required. If this was not obtained, the student was required to achieve the green light on ATI's VATI prior to the School of Nursing Director, Joey Trader, signing the affidavit of graduation for the student.

4. Graduating students rate the achievement of EOP SLO at 2.99 or less.

END-OF-PROGRAM STUDENT LEARNING OUTCOMES	SPRING 2025 n=44 took survey	FALL 2024 n= 22 took survey	SUMMER 2024 n= 24 took survey	SPRING 2024 n= 66 took survey	FALL 2023 n=30 took survey	SUMMER 2023 n=24 took survey	SPRING 2023 n=53 took survey	FALL 2022 n=39 took survey
1. Professional Behaviors	1.318	1.318	1.042	1.242	1.27	1.21	1.528	1.289
2a. Patient Centered Care	1.341	1.318	1.042	1.182	1.27	1.21	1.509	1.184
2b. Patient Centered Care	1.364	1.318	1.000	1.227	1.27	1.17	1.585	1.211
3. Teamwork and Collaboration	1.295	1.318	1.042	1.258	1.27	1.17	1.547	1.263
4. Evidence-based Practice	1.318	1.364	1.042	1.227	1.30	1.08	1.547	1.368
5a. Quality Improvement	1.318	1.318	1.042	1.227	1.30	1.08	1.528	1.237
5b. Quality Improvement	1.364	1.318	1.000	1.227	1.30	1.08	1.509	1.263
6. Safety	1.318	1.318	1.042	1.97	1.27	1.13	1.528	1.237
7. Informatics	1.341	1.318	1.042	1.258	1.33	1.08	1.509	1.289

Analysis: Graduating Student Surveys were analyzed for the Summer 2024, Fall 2024 and Spring 2025 student cohorts which revealed 100% of the graduating students from all semesters rated achievement of the EOP SLOs 2.99 or less. All EOP SLO's were rated at or below 1.364 (2b Patient Centered Care & 5b Quality Improvement), indicating high student satisfaction in meeting EOP SLO's. This is consistent with ratings for the past three years. In trending three years of data, the overall rating was less than 1.585 (2b Patient Centered Care).

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5. Alumni rate achievement of each EOP SLO at 2.99 or less.

END-OF-PROGRAM STUDENT LEARNING OUTCOMES (Data not available until 6-12 months after graduation date)	CLASS OF MAY 2024 N=70 graduates	CLASS OF AUG/DEC 2023 N=25/32 graduates	CLASS OF MAY 2023 N=57 graduates	CLASS OF DEC. 2022 n=41 graduates	CLASS OF AUG. 2022 n=24 graduates	CLASS OF MAY 2022 n =76 graduates	CLASS OF DEC 2021 n = 60 graduates
1. Professional Behaviors	1.83	1.33	2.23	1.63	1.64	1.33	1.17
2a. Patient Centered Care	1.78	1.33	2.23	1.63	1.64	1.29	1.17
2b. Patient Centered Care	1.89	1.27	2.23	1.63	1.55	1.38	1.17
3. Teamwork and Collaboration	1.78	1.13	2.23	1.72	1.64	1.46	1.25
4. Evidence-based Practice	1.67	1.27	2.31	1.81	1.45	1.50	1.25
5a. Quality Improvement	1.83	1.20	2.38	1.81	1.55	1.58	1.25
5b. Quality Improvement	1.83	1.27	2.38	1.72	1.64	1.50	1.25
6. Safety	1.72	1.27	2.15	1.72	1.55	1.42	1.25
7. Informatics	1.89	1.20	2.23	1.72	1.45	1.38	1.17
Number of responses	19	18	17	16	12	24	12

Analysis: Alumni Surveys were analyzed from the cohorts of May 2024, Aug/Dec 2023, May 2023, Dec. 2022, Aug. 2022, May 2022 and Dec. 2021. One hundred percent of the alumni that responded from all semesters rated achievement of the EOP SLOs at 2.99 or less. The lowest areas were in the May 2023 cohort and were in Quality Improvement 5a and 5b at 2.38. The next two cohorts have seen improvements in the scores for Quality Improvement with scores ranging from 1.20 to 1.83. The best scores achieved were in the cohort of Dec. 2021 for Professional Behaviors, Patient Centered Care 2a & 2b, and Informatics at 1.17.

6. *Employers rate the achievement of each EOP SLO at 2.99 or less.*

END-OF-PROGRAM STUDENT LEARNING OUTCOMES (Data not available until 6-12 months after graduation date)	CLASS OF MAY 2024	CLASS OF AUG/DEC 2023	CLASS OF MAY 2023	CLASS OF DEC 2022	CLASS OF AUG 2022	CLASS OF MAY 2022	CLASS OF DEC 2021
1. Professional Behaviors	2.0	2.0	1.40	1.50	2.17	1.83	1.00
2a.Patient Centered Care	2.0	2.0	1.80	1.67	2.17	1.50	1.00
2b.Patient Centered Care	1.50	20	1.60	2.0	2.00	1.67	1.00
3. Teamwork and Collaboration	1.50	2.0	2.0	2.0	1.83	1.83	1.00
4. Evidence-based Practice	2.0	2.0	1.60	2.0	1.83	2.17	1.00
5a.Quality Improvement	2.0	2.0	1.80	2.67	2.17	2.17	1.00
5b.Quality Improvement	2.0	2.0	1.80	2.67	2.0	2.0	1.00
6.Safety	2.0	2.0	1.60	2.17	2.0	1.67	1.00
7.Informatics	1.0	2.0	1.60	2.33	1.83	2.0	1.00
Number of responses	2	1	5	6	6	6	2

Analysis: Employer Surveys were analyzed from the cohorts of May 2024, Aug/Dec 2023, May 2023, Aug 2022, Dec 2022, May 2022 and Dec. 2021. One hundred percent of the employers from both semesters rated achievement of the EOP SLOs at 2.99 or less. The lowest scoring areas were in the cohort of Dec 2022 and were in Quality Improvement 5a and 5b at 2.67. These are the lowest scores in Quality Improvement for the past three years but have been improving since this cohort at a range of 1.80 to 2.0. The best scores achieved were in the cohort of Dec. 2021 for all SLO's scoring 1.0.

SMSON PROGRAM OUTCOMES

1. Program Completion: 40% of all students who begin in NUR 120 will complete the program on time in four semesters.
2. Licensure (NCLEX-RN) Pass Rates: the most recent annual pass rate OR the mean pass rate for three most recent years must meet at least one of the following based on the total number of test-takers:
    a. 80% or greater for all first-time test takers: or
    b. 80% or greater for all first-time test-takers and repeaters: or
    c. At or above the national/territorial mean based on the nursing program type
3. Graduate Job Placement: 90% of graduates will report employment as a GN/RN within six months of graduation.

All goals regarding SMSON Program outcomes were met for the 2022-2023 Academic Year. The Licensure (NCLEX-RN) Pass Rate outcome was met via option b.

The data and analyses of the data are below.

1. *Program Completion: 40% of all students who begin in NUR 120 will complete the program on time in four semesters.*

Annual Program completion – Aggregated for the Entire Program			
Year	Total number of students starting the first nursing course	Total number of on-time (4 semester) graduates	Program Completion Rate
Entered 2023	N = 130	N = 78	60.00%
Entered 2022	N = 156	N = 96	61.54%
Entered 2021	N = 155	N = 110	70.97%
Entered 2020	N = 164	N = 98	59.76%
Entered 2019	N = 150	N = 95	63.33%

(ON TIME) PROGRAM COMPLETION RATE - DISAGGREGATED BY COHORT		
Year	Cohort entered Fall	Cohort entered Spring
2023	57.14% (40/70) On Time Graduation May 2025	63.33% (38/60) On Time Graduation December 2024
2022	71.60% (58/81) On Time Graduation May 2024	50.67% (38/75) On Time Graduation December 2023
2021	65.38% (51/78) On Time Graduation May 2023	76.62% (59/77) On Time Graduation December 2022
2020	62.50% (55/88) On Time Graduation May 2022	56.58% (43/76) On Time Graduation December 2021
2019	59.74% (46/77) On Time Graduation May 2021	67.12% (49/73) On Time Graduated December 2020

Analysis During the summer of 2022 an initiative was implemented to increase the nursing workforce due to the RN shortage. A limited number of students (24) were given the opportunity to take NUR 241 over the summer beginning with 2022 and occurring each summer thereafter indefinitely, allowing prospective December graduates to graduate one semester early. The retention data for students given the opportunity to graduate in August each year will be recorded with the cohort with which they started the program. Current rates for disaggregated on-time (4 semesters) completion ranged from 63.33% for students who entered in Spring 2023 (slated to graduate Fall 2024) to 50.67% for those who entered Spring 2022 (slated to graduate Fall 2023). Overall on-time fall cohort completion rates (71.60%- 57.14%) are comparable to on-time spring cohort completion rates (63.33% – 50.67%). Data were also aggregated annually, rather than by individual cohort, and rates ranged from 60.00% for those who entered in 2023 to 61.54% for those who entered the program in 2022. Though not required by ACEN, the Director does keep track of program completion up to 150% (6 semesters) since those graduates are still entering the workforce, thus meeting the community's healthcare needs.

2. *Licensure (NCLEX-RN) Pass Rates: the most recent annual pass rate OR the mean pass rate for three most recent years must meet at least one of the following based on the total number of test-takers:*
   a. *80% or greater for all first-time test takers: or*
   b. *80% or greater for all first-time test-takers and repeaters: or*
   c. *At or above the national/territorial mean based on the nursing program type*

Ultimate Pass Rate Table- Aggregated for the Entire Program		
Year	**1st Attempt Examination Pass Rate**	**Ultimate Pass Rate (Includes Repeat Testers)**
Jan 1 – Dec 31, 2024	97.6% (122/125)	100% (125/125)
Jan 1 – Dec 31, 2023	91.8% (112/122)	100% (122/122)
Jan 1 – Dec 31, 2022	73.42 (116/158)	100% (158/158)
Jan 1 – Dec 31, 2021	81.13 (**86/106)	100% (**106/106)
Jan 1 – Dec 31, 2020	89.32 (92/103)	99.02% (102/103)

Year	EXAMINATION PASS RATE			
	Cohort May # students passed divided by number who took NCLEX each semester		**Cohort August/December*** # students passed divided by number who took NCLEX each semester	
	1st attempt	**Ultimate Pass Rate**	**1st attempt**	**Ultimate Pass Rate**
2024	95.65% (66/69)	100% (69/69)	93.48% (43/46)	95.65% (*44/46)
2023	94.74% (54/57)	100% (57/57)	100% (55/55)	100% (*55/55)
2022	72.00% (54/75)	100% (75/75)	86.15% (56/65)	100% (*65/65)
2021	82.35% (**42/51)	100% (**51/51)	69.49% (41/59)	100% (59/59)
2020	89.36% (42/47)	97.87% (46/47)	80% (44/55)	100% (55/55)

* Beginning in 2022, and continuing to the present academic year, twenty-four (24) students who would have graduated in fall were granted permission to take NUR 241 over the summer, thus graduate early. These students are counted with the fall cohort numbers since the students are the same cohort, just given the opportunity to take the final course early. Aggregated data is available if needed.
**Three students from the May 2021 cohort have not taken NCLEX at time of data collection (5/27/2025)

Analysis: NCLEX-RN results *w*ere received from the Director who trends and analyzes NCLEX-RN results for each calendar year for first and subsequent attempts. Those results were cross referenced with the Director's quarterly reports from the NCSBN and state board of nursing in WV to verify accuracy. Data were recorded in Table 5.3A *Performance on NCLEX-RN by Calendar Year (aggregate data)*. After trending and analyzing the data for the past 5 years, NCLEX-RN pass rates for 1st attempts for the calendar year ranged from 73.42% (2022) to 97.6% (2024). There is a stark difference in pre-pandemic and post-pandemic 1st attempt NCLEX-RN pass rates, with the 5-year low occurring in 2022. This can be attributed to multiple factors, including but not limited to, virtual or modified learning and assessments during the pandemic for the bulk of the 2022 cohort's education, increased student-reported anxiety and depression, and decreased academic readiness of students upon entry into the program. The Director developed and implemented an extensive plan for NCLEX-RN success in 2021 when passage rates first began declining. The NCLEX pass

rates for the first full cohort under that plan graduated in 2023 with 1st time pass rates at 91.8%, a dramatic increase from the 2021/2022 numbers, and first-time pass rates have continued to climb. As of the time of this report, May 27, 2025, the NCLEX-RN pass rates for 1st attempt for the 2024 calendar year are 97.6%. Of note, *ultimate* pass rates for the program have never shown a decline and have remained stable ranging from 99.02% (2020) to 100% for each subsequent year.

3. ***Graduate Job Placement: 90% of graduates will report employment as a GN/RN within six months of graduation.***

Job Placement Rates - Aggregated for the Entire Program		
Year	**Response Rate** ***(Number responding/ number graduating)**	**Job Placement Rate** **(Number employed/ number responding)**
2023	113 responses/ 113 graduates = 100%	99.12% (112 of 113)
2022	131 responses /140 graduates = 93.57%	99.24% (130 of 131)
***2021**	101	98.02% (99/101)
***2020**	95	98.95% (94/95)

Job Placement Rate - Disaggregated by graduating cohort				
	Graduate in May		**Graduate in December**	
Year	**Response Rate**	**Job Placement Rate**	**Response Rate**	**Job Placement Rate**
2023	100% 57 of 57 graduates	98.25% 56 of 57 respondents	100% 56 of 56 graduates	100% 56 of 56 respondents
2022	93.3% 70 of 75 graduates	98.57% 69 of 70 respondents	93.85% 61 or 65 graduates	100% (61/61) 61 of 61 respondents
2021	*	90.74% (49/54)	88.14% 52/59 graduates	98.08% 51/52 respondents
2020	*	95.74% (45/47)	*	90.91% (50/55)

Analysis: Data are obtained by sending a survey to graduates upon program completion and then following up via email to students who did not have a job upon graduation. Data are finalized 6 months after graduation for each cohort. Data are reported aggregated by calendar year and disaggregated by cohort. The ELA of 90% of graduates will report employment as a GN/RN within 6 months of graduation was met for the previous three years with both aggregated data (ranging from the low of 98.23% for 2024 graduates to the high of 100% in 2023) and disaggregated data (ranging from a low of 96.65% in Dec 2024 to the high of 100% for multiple cohorts). There is no appreciable difference in job placement rates for any of the years and the biggest factor for non-employment is not related to lack of jobs but the fact that some students reported they simply were not seeking employment