

PROGRAM INFORMATION	Program	Registered Nursing
	Submitted by:	Carena Jarding
	Year	2024-2025
	Date of Review	2025-01-10
	Form Key	af50bf89-5fce-4aea-af3a-bfbe99a57935
PROGRAM OUTCOMES	Explain how program outcomes were reviewed this year (i.e., input from advisory board, instructors, students, etc.) and changes made, if any:	Program outcomes were reviewed through a variety of methods to include student feedback from monthly student representative meetings, faculty feedback and review of courses, bi-annual advisory board meetings, purchased ATI proctored assessment exams, student clinical and course evaluations, practicum evaluations, student exit surveys, student alumni surveys, and simulations; in-person and virtual, and clinical site feedback. No changes to the program outcomes were made through the 2023-2024 year.
	Outcomes are up to date in WIDS and on the program's web page	Yes
SYLLABI	ADA Statement	Yes
	Competencies	Yes
	Course Description	Yes
	Course Title and Number	Yes
	Credit Hours	Yes
	Freedom of Expression Statement	Yes
	Grading Criteria	Yes
	Instructor	Yes
	Academic Integrity Policy	Yes
	Nondiscrimination Statement	Yes
	Office Hours/Contact Information	Yes
	Prerequisites	Yes
	Required Text(s)	Yes
	Syllabi Up to Date in WIDS	Yes
Explain which syllabi were reviewed this year; input received from advisory board, instructors, students, etc. regarding course objectives and textbooks used; and changes made, if any.	<p>All Syllabi were reviewed. The following discussion and changes were made:</p> <ol style="list-style-type: none"> Review of RN 200 course and syllabi: the following changes: Move the course competency of "Manage evidence-based practice client care across the lifespan within the concept of self" the corresponding learning objectives to RN 205. Review of RN 201 course and syllabi: Course syllabi, competencies, and objectives reviewed. No changes are needed at this time. Faculty noted that they will increase content in the area of TPN and tube feeding. Review of RN 205 course and syllabi: the following changes: Move the course competency of "Manage evidence-based practice client care across the lifespan within the concept of self" the corresponding learning objectives from RN 200 to RN 205. Review of RN 210 course syllabi and course competencies: No changes needed at this time. Review of RN 211 course syllabi and course competencies: No changes needed at this time. Review of RN 215 course syllabi and course competencies: No changes needed at this time. Review RN 220 course syllabi and competencies and objectives: No changes at this time. Review RN 221 course syllabi and competencies and objectives: No changes at this time. 	

PROGRAM COMPETENCIES	Explain how competencies were reviewed this year (i.e., input from advisory board, instructors, students, etc.) and changes made, if any:	Faculty members review the course competencies at the completion of each semester. During the past year in RN 200, it was decided that the following changes were needed: Move the course competency of “Manage evidence-based practice client care across the lifespan within the concept of self” the corresponding learning objectives to RN 205. During the Fall 2023 advisory board meeting the RN 210 course objectives and competencies were reviewed.
	WIDS Up to Date	Yes
COURSE ASSESSMENTS USED IN PROGRAM CHECKLIST	Capstone	Yes
	Class Participation	Yes
	Clinical/internship observations	Yes
	Examinations	Yes
	Comprehensive Final Exams	Yes
	Journals	Yes
	Lab Demonstrations	Yes
	Oral Examinations/Presentations	Yes
	Other Projects	Yes
	Peer Evaluations	Yes
	Portfolio Projects	Yes
	Quizzes	Yes
	Self-Evaluations	Yes
	Simulations	Yes
	Videos of Student Mastery	No
Written Essays	Yes	
Written Reports	Yes	
ALIGNED AND APPROPRIATE ASSESSMENTS	Assessments used in the program are matched to the outcomes/competencies for the program.	Yes
	Explain changes in the assessments used in your program since your last review (include input received and rationale).	<p>Additions/changes to assessment within the RN program include:</p> <ol style="list-style-type: none"> To increase the validity and integrity of specific case studies, several were moved to MyTech in a lock down browser format. Added Next Generation NCLEX style questions to exams Added pooled questions to exams Increased the use of ATI assessment tools and products Increased the weight of proctored ATI assessments from 10% to 15% of total grade. In addition, students are able to obtain some points back with retakes of those assessments that do not meet the benchmark on their first attempt.
	Give examples of how assessments used in the program reflect higher-level thinking skills, such as applications, analysis, synthesis, and evaluation.	Higher level thinking is used every day within the clinical setting where patient care decisions are made based upon assessment data and then clinical decisions are based upon evidence-based practice. The clinical judgement model is a framework taught to the students that assist with “nurse thinking” and decision making in a systematic manor that starts with data collection and assessment, analysis of that data, determining what that means for the patient, acting on that data, and then evaluating the interventions that were performed.
INDUSTRY CERTIFICATIONS	Explain any changes made or planned in the program based on assessment of industry certifications used in the program.	No changes to the program based upon the NCLEX-RN results. The 2024 cohort had a first time NCLEX-RN pass rate of 96%. The program continues to require HIPPA certification as well. This is obtained through the ATI assessment platform.

<p>INTERNSHIPS/ CLINICALS</p>	<p>How do you evaluate program competencies or learning objectives during internship/externship experiences?</p>	<p>The RN program has a practicum, RN 250 RN Capstone Practicum, at the end of the 3rd semester where students are 1:1 with a nurse in a practice setting of their choice. The student's preceptor is provided with a course syllabus, practicum guide and an evaluation tool that reflects the practicum course objectives and competencies. This tool is completed at mid-term and again at the completion of the practicum experience. The evaluation tool is completed by the preceptor in conjunction with the nursing faculty to provide student feedback over course outcomes and objectives along with corresponding points for the course. Reflective journaling on topics like QSEN competencies is also included within the curriculum of RN 250. These topics correlate back to program competencies and learning objectives of the course. Faculty members make virtual visits with the student and preceptor at least once during the experience.</p>
	<p>As you reviewed results of internship/externship evaluations, what curriculum changes were made or are planned in your program?</p>	<p>The summer 2024 RN 250 preceptor evaluations and student evaluations of the practicum experience were reviewed. The RN 250 Preceptor evaluation of their experience had a mean score of 4.3 or higher on the 1-5 Likert scale; with 10 of 24 preceptors returning the evaluation. The return of this year's evaluations increased by 28%, which could be contributed to the evaluation form that was made available electronically to all preceptors to complete with an easy QR code or direct link to the survey. There was feedback from the preceptors that they would like to have the option to add more comments within each of the assessed competencies. A comment section will be added to each section of the evaluation form. All qualitative data was analyzed as well with no further changes to the practicum experience. Student evaluation of the practicum experience was also reviewed. A mean score of 4.29 or higher was present on all surveyed items of the survey. The lowest mean score was for the item: "Made a personal visit, either in person or virtual, to the practicum site." To add clarity of the actual process that takes place during the practicum visit process, the evaluation item will be changed to "Made a virtual visit during the practicum experience." The qualitative data was reviewed with no concerns noted.</p>
<p>ENROLLMENT</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The enrollment for the 2023-24 school year was at 117% (28 students with a cap of 24). We continue to meet and exceed the goal. The past two-year average was 111%. With this trending upward data, the enrollment cap has been extended to 32 students for the Fall of 2024.</p>
<p>RETENTION</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The 2023-2024 RN retention was at 89%, with a 3-year average of 88%. The benchmark of 75% has been met. No changes to the program based upon this data.</p>
<p>GRADUATION</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The 2023-2024 RN graduate rate was 85%, with a 3-year average of 89%. The benchmark of 70% has been met. No changes to the program based upon this data.</p>

<p>PLACEMENT</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The 2023 placement rate was 100%. The 2-year average is at 100%. No changes to the program based upon this data.</p>
<p>STUDENT SATISFACTION</p>	<p>If this benchmark is not met, what strategy or strategies will be implemented to address this measure?</p>	<p>The Noel-Levitz survey was completed in the spring of 2024 with 14 students completing the survey. There were two areas with a gap of greater than 1: “the quality of instruction I received in most of my classes is excellent” and “Faculty are fair and unbiased in their treatment of individual students” In discussion of those gaps, it was identified that the Plan for Success contract and process needs to be revisited for both the LPN and RN programs to ensure that all students are getting fair and unbiased treatment. A more clear and concise policy was updated within the nursing student manual by all nursing faculty in July of 2024.</p> <p>In addition, a yearly student satisfaction survey is completed at the completion of the program to evaluate their overall satisfaction of the program, teaching, and learning. The following items were surveyed on a 1-5 Likert scale with a benchmark of a mean score of a 4 or higher on each survey items. The Class of 2024 survey items met that benchmark in all areas.</p> <p>Aug. 2024</p> <p>I-F Overall, I am satisfied with the nursing program at MTC. 4.45 I-F Overall, I feel adequately prepared for the RN role. 4.59 V-C Overall, the general education courses for the nursing program enhanced my nursing knowledge and practice</p> <p>Speech 4.21 Human Development 4.16 English N/A Sociology 4.26</p> <p>Overall, I was you satisfied with the faculty teaching in the online courses 4.23 Overall, I was you satisfied with the faculty teaching in the clinical area. 4.36</p> <p>IV-A Overall, I was satisfied with the assistance I received from my advisor. 4.52</p> <p>II-F Overall, I was satisfied with the learning resources available. 4.41 II-F Overall, the availability and accessibility of learning resources such as ATI and MyLab were sufficient to meet my needs. 4.45 II-D Overall, program publications, documents, and policies were up-to-date and accurately reflected program practices. 4.36 II-F Overall, technology was current, up to date, and sufficient to meet my needs. 4.59</p> <p>IV-A Overall, I was satisfied with the academic support provided. 4.36 II-B Overall, the elected student representatives were an effective means of participation in program governance and ongoing communication with faculty. 4.49 IV-B Overall, the nursing policies were implemented in a consistent and equitable manner. 4.41</p> <p>V-H Overall, the grading policies were clearly defined at the beginning of each course and were consistently applied by faculty. 4.32 IV-D Overall, the student handbook explained the program and college policy for handling program complaints and grievances. 4.45 IV-C Overall, the communication of changes in policies, procedures, and program information was clearly and consistently communicated to me in a timely manner. 4.45</p> <p>V-E Overall, the clinical sites provided were sufficient to meet my needs. 4.32 II-F Overall, the online learning platforms were sufficient to meet my needs. 4.41</p> <p>II-F Overall, the skills lab was sufficient to meet my needs. 4.27 II-F Overall, I was satisfied with my simulation experience. 4.23 V-I Overall, I was satisfied with technology support. 4.45 V-I Overall, information for technology requirements, orientation, and policies were clear, accurate, consistent, and accessible. 4.32</p> <p>IV-A Overall, I was satisfied with student resources available to me including:</p>

		<ul style="list-style-type: none"> • Tutoring 4.33 • Counseling Services 4.35 • Career Services 4.25 • Virtual library 4.27 • Financial Aid 4.25 • Technology support 4.5 • Campus Store 4.3 • Online Bookstore (Akademos) 4.32
<p>ALUMNI SATISFACTION</p>	<p>If this benchmark is not met, what strategy or strategies will be implemented to address this measure?</p>	<p>MTC sent out an institutional 3-year alumni survey to all RN graduates. There were 18 alumni that completed the survey. 100% of the alumni indicated that they were either satisfied or very satisfied with their satisfaction of their overall career preparation. The survey met the 80% or greater satisfaction benchmark. The survey results were reviewed by faculty members with no recommendations for changes at this time.</p> <p>Additionally, the program 6-month alumni survey was sent out February 2024. There was a 43% participation rate. The survey looks at the alumni's satisfaction and confidence in meeting the program outcomes 6 months after graduation. The following items are surveyed on a 1-5 Likert Scale with a benchmark set at a mean score of 4 or higher for each survey item. All surveyed items have met the benchmark. Faculty reviewed all results, including the qualitative comments. No changes to the program at this time.</p> <p>Overall, I am satisfied with the educational experience that I received from Mitchell Technical College 4.67</p> <p>Overall, I am satisfied with the RN Program at Mitchell Technical College. 4.67</p> <p>Student Survey Question February 2024</p> <p>1 I understand the scope and standards of nursing practice for RN's 4.67</p> <p>2 I feel empowered to provide a safe physical and psychosocial environment for the client 4.78</p> <p>3 I feel empowered to assist the client and family unit to achieve optimum comfort and functional ability 4.78</p> <p>4 I am confident attaining physical, developmental, spiritual, cultural, function, and psychosocial assessment data 4.78</p> <p>5 I am confident utilizing knowledge of normal values to identify deviations in patient health status 4.89</p> <p>6 I am confident in my ability to analyze assessment data to make clinical judgements 4.78</p> <p>7 I am confident evaluating patient responses to nursing interventions 4.89</p> <p>8 I am confident reporting data to appropriate healthcare personnel 4.89</p> <p>9 I am confident in formulating, reviewing, and revising a client's plan of care 4.67</p> <p>10 I feel empowered to provide nursing care in a meaningful and cost-effective manner 4.78</p> <p>1 I feel adequately prepared to utilize information technology to support and communicate client care 4.78</p> <p>2 I feel adequately prepared to accurately document client care 4.78</p> <p>3 I feel empowered to demonstrate caring behaviors and nursing interventions grounded in evidence-based practice 4.78</p> <p>4 I am confident prioritizing nursing care 4.78</p> <p>5 I am confident managing time when providing care across the lifespan 4.78</p> <p>6 I am confident in my delegation skills 4.67</p> <p>7 I feel empowered to utilize my leadership skills 4.67</p> <p>1 I understand the impact of economic, political, social, cultural, spiritual, and demographic force on my role as an RN 4.78</p> <p>2 I feel empowered to identify and honor the emotional, cultural, religious, and spiritual influence of the client's health 4.78</p> <p>3 I feel empowered to provide and promote the client's dignity 5</p> <p>4 I feel empowered to provide compassionate nursing care 5</p> <p>5 I feel empowered to be a positive role model 5</p> <p>1 Completion of my RN degree at MTC has shaped my view of ethical, legal, and regulatory nursing frameworks 4.78</p> <p>2 I feel empowered to be an advocate for the client 4.89</p> <p>3 I understand my responsibility to protect client rights and confidentiality 5</p>

		<p>4 I am confident in my ability to incorporate ethical behaviors set forth by the American Nurses Association 4.89</p> <p>1 I am confident communicating with clients, significant others, and members of the interdisciplinary health care team 4.78</p> <p>2 I am confident communicating relevant, accurate, and complete client information 4.78</p> <p>3 I am confident communicating through appropriate channels of communication 4.89</p> <p>5 I feel empowered to supervise and evaluate delegated aspects of client care to qualified UAP's and LPN's 4.89</p> <p>1 I feel empowered to seek and utilize educational opportunities for life-long learning, competence, and advanced career opportunities 4.67</p> <p>2 Completion of my RN degree at MTC has shaped understanding of my strengths and limitations to improve nursing care 4.67</p> <p>3 I feel empowered to maintain accountability for my actions 5</p> <p>4 I am confident in my ability to accept constructive feedback 4.78</p> <p>5 I feel empowered to participate in professional nursing organizations 4.67</p>
EMPLOYER SATISFACTION	If this benchmark is not met, what strategy or strategies will be implemented to address this measure?	An Employer satisfaction survey was completed in the Fall of 2024. There were 12 participants of the survey. 100% of those surveyed answered that they are satisfaction with the graduates' preparation. Benchmark was met. The qualitative data was reviewed with no changes based upon the data.
PROFESSIONAL DEVELOPMENT	What professional development activities have instructors in this program completed in the last year?	The RN faculty participate in a variety of professional development activities and have access to free on demand webinars specific to nursing education. Specific areas of professional development activities include attending the annual State Nurses Convention, NLN CNEA accreditation overview, MTC technology update on TEAMS, and ATI educational summit. Additionally, there is a faculty member that is working PRN in the acute care setting.
	How were these activities used to improve this program?	Both nursing industry and educational activities help build an evidence-based practice nursing program that facilitates new learning strategies and direct nursing care information directly to the student. To provide a wholistic program to ensure continual
PROFESSIONAL ORGANIZATIONS	Do faculty members belong to professional organizations associated with this program?	Yes
	If no, explain why.	All RN faculty members are member of the national American Nurses Association and state SD Nurses Association. Students also participate in the state SDNA convention in the Fall of 2023 and Nurses Day at the Legislature that was held in the Spring of 202
	Are students made aware of the professional organizations for their career field?	Yes
ADVISORY BOARD RECOMMENDATIONS	What changes were or will be made to this program based on feedback provided at the past year's advisory board meeting(s)?	The nursing advisory board met in May and November with no recommendations of change to the RN program.
	Implementation Date	2025-01-10
	Indicate the personnel responsible for implementing the change(s):	All RN nursing faculty members

PROGRAM IMPROVEMENT PLANS AND BUDGET	As you review this past year, what changes do you propose for the next school year that will affect the program's budget?	No planned changes for next year that will affect the RN budget.
	Cost	