Mastering the Content:
A Systematic Evidence-Based Approach to Nursing Program Success

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What is Nursing Program Success

- Consistent 100% NCLEXRN First Time Pass Rate
- Student Attrition Rate 0%
- Maintaining Accreditation and Regulatory Requirements
NCLEX Pass Rate is Less Than Desired

- Quick Fix
- System-Based Using Program Evaluation
  and Best Practices
Curriculum Evaluation 2010

- Nursing program orientation course
- Stand alone pharmacology course
- Required abnormal psychology course
- Stand alone Behavioral Health nursing course
- Restructure Foundations of Nursing course
- Add High Acuity medical/surgical course
NCLEX Pass Rate is Less Than Desired [2013]

- System-Based Using Best Practices
  - Review of the Literature [46 studies]
  - MetaAnalysis of Implementations
    [Remediation & Identification of at Risk Students]
- Comprehensive Program Evaluation
  [Science GPA, Foundations & M/S 1 Course]

See Handout
SystemWide Evaluation 2013

Comprehensive Program Evaluation: Gathering the Data

– Admission Criteria
  • Admission Exam Score
  • GPA & Science GPA

– Progression Requirements
  • Nursing Course Academic Withdrawals and Failures
  • Clinical/Skills Pass and Fail Criteria
  • Dosage Calculation Pass and Fail Criteria

See Handout
System Wide Evaluation

Comprehensive Program Evaluation: Gathering the Data

– Curriculum Review
  • Content and Sequence: NCLEX-RN, AACN, QSEN
  • Teaching Strategies: Content vs Learning Centered
  • Learning Activities: Passive vs Active
  • Assessment of Learning: Analysis of Results
System Wide Analysis Recommendations

Data Analysis Recommendations

- Admission Criteria [associated with attrition rate]
  - chemistry in admission test
  - raise science GPA to 2.75
  - science GPA based on no repeated courses
SystemWide Analysis Recommendations

Data Analysis Recommendations

– Progression Requirements [associated with attrition and standardized exam performance]
  • maintain two nursing course failure policy for dismissal
  • change two academic withdrawals to equal one course failure
  • identification of at-risk students using course exam scores or clinical performance
System Wide Analysis Recommendations

Data Analysis Recommendations

- Content and Sequence Changes
  - Nursing program orientation course
  - Stand alone pharmacology course
  - Required abnormal psychology course
  - Stand alone Behavioral Health nursing course
  - Restructure Foundations of Nursing course
  - Add High Acuity medical/surgical course
System Wide Analysis Recommendations

Data Analysis Recommendations

• Assessment of Learning Changes
  - Standardized end of course exams
    • Replaced final exams
    • 5-10% of exam average
  - Standardized end of program exams
    • Included in the calculation of the NCLEX Prep course grade
    • Points earned based on national average
System Wide Analysis Recommendations

Data Analysis Results

- Teaching Strategies
  - Simulation Lab time increased
  - Case Studies

- Learning Activities
  - Group Concept Mapping
  - High Acuity Labs
System Wide Analysis Recommendations

• Change Developer of Standardized Exams
• Mastering the Content Program Development
• Restructure Foundations of Nursing course [2015]
• Test Item Workshop [2016]
• Raise Science GPA to 2.75 [2017]
Mastering the Content Program

- Orientation to Nursing Program Course
- Electronic Nursing Education Tools
- Mandatory Exam Review & Remediation
- Simulation in all Clinical Courses
- Faculty Coach for at Risk Students
- Metacognitive Learning Tool Construction Course
- NCLEX Prep Course in Final Semester

See Handout
Final Recommendations

- Test Item Construction & Analysis
- Implementation of a Learning Centered Curriculum
- Faculty Mentoring