

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 2025 - 2026 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 2026		Fall 2025		Summer 2025		Spring 2025		Fall 2024		Summer 2024		Spring 2024		Fall 2023		Summer 2023	
		%	N	%	%	N	%	N	%	N	%	N	%	%	N	%			
Nursing 241	1. Professional Behaviors	98.63	72/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	98.5	69/70	100	32/32	100	24/24
	2a. Patient centered Care	100	73/73	100	27/27	100	18/18	100	48/48	95.45	21/22	100	24/24	100	70/70	100	32/32	100	24/24
	2b. Patient centered Care	100	73/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	100	70/70	100	32/32	100	24/24
	3. Teamwork and Collaboration	100	73/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	100	70/70	96.87	31/32	100	24/24
	4. Evidence based practice	97.26	71/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	98.57	69/70	100	32/32	100	24/24
	5a. Quality improvement	98.63	72/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	100	70/70	100	32/32	100	24/24
	5b. Quality improvement	98.63	72/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	98.57	69/70	100	32/32	100	24/24
	6. Safety	100	73/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	100	70/70	100	32/32	100	24/24
	7. Informatics	96.26	71/73	100	27/27	100	18/18	100	48/48	100	22/22	100	24/24	100	70/70	100	32/32	100	24/24

Analysis: Greater than 80% of the NUR 241 students within the Summer 2025, Fall 2025, and Spring 2026 classes achieved a score of 1.5 or greater on their clinical rubric end of program (EOP) student learning outcomes (SLO). In the Spring 2026, one student did not meet the benchmark in Professional Behaviors and Quality Improvement (a) while two students did not meet the benchmark for Evidence-Based Practice and Informatics.

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 2026	FALL 2025	SUMMER 2025	SPRING 2025	FALL 2024	SUMMER 2024	SPRING 2024	FALL 2023	SUMMER 2023
n	71	27	18	49	22	24	70	32	24
CLASS MEAN %	74.9%	74.9%	74.9%	74.9	72.1%	72.1	77.4	78.7	80.3
NATIONAL MEAN	74.6%	74.6%	74.6%	74.6	71.8%	71.8	71.8	71.8	71.8
PROFESSIONAL BEHAVIORS (*used Professional Identity on CP)	77.4	72.2	77.5	76.2	83.0	79.5	78.7	84.9	74.0
PATIENT CENTERED CARE	79.3	82.6	85.2	78.9	78.9	81.0	78.8	79.8	83.0
TEAMWORK AND COLLABORATION	78.3	67.9	76.3	73.7	74.7	76.9	74.4	83.0	74.5
EVIDENCE BASED PRACTICE	71.6	66.3	70.1	73.9	73.9	74.3	73.6	75.6	74.3
QUALITY IMPROVEMENT	72.1	68.5	88.9	91.8	86.4	75.0	78.6	80.0	83.3
SAFETY	79.5	79.7	73.8	79.0	76.1	81.0	78.2	76.5	77.2
INFORMATICS	67.7	83.3	NA	55.1	86.4	77.1	77.1	71.9	70.8

Analysis: The ATI Comprehensive Predictor average for each ATI component was assessed for the Summer 2025, Fall 2025 and Spring 2026 NUR 241 classes which revealed 100% of the class mean scores regarding the EOP SLOs for all three cohorts were greater than 50%.

The lowest score recorded for Summer 2025 was in Evidenced Based Practice with a mean score of 69.9%. The lowest score for the Fall 2025 class was Quality Improvement with a mean score of 68.5%. The lowest score for Spring 2026 was in Informatics with a mean score of 67.7%. Evidence-based practice has been the lowest scoring area for 4 of the last 9 reporting periods, but the scores are still well above the 50% goal

The overall class average for Summer 2025 was 75.2% while the national mean was 74.6%. The overall class average for Fall 2025 was 75.6% while the national mean was 74.6%. The overall class average for Spring 2026 was 75.1% while the national mean was 74.6%.

ATI Comprehensive Predictor overall class mean scores were assessed for Summer 2025, Fall 2025 and Spring 2026. The Summer 2025 NUR 241 course Comprehensive Predictor overall class mean was 74.9% and the national average was 74.6%. The Fall 2025 class CP overall class mean was 74.9% and the national average was 74.6%. The Spring 2026 NUR 241 class CP overall class mean was 74.9% and the national average was 74.6%. All three cohorts were above the national average.

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

END-OF-PROGRAM STUDENT LEARNING OUTCOMES	SPRING 2026 n=67 took survey	FALL 2025 n= 26 took survey	SUMMER 2025 n=18 took survey	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
1. Professional Behaviors	1.303	1.00	1.167	1.318	1.318	1.042	1.242	1.27	1.21
2a. Patient Centered Care	1.273	1.00	1.167	1.341	1.318	1.042	1.182	1.27	1.21
2b. Patient Centered Care	1.273	1.00	1.222	1.364	1.318	1.000	1.227	1.27	1.17
3. Teamwork and Collaboration	1.288	1.00	1.222	1.295	1.318	1.042	1.258	1.27	1.17
4. Evidence-based Practice	1.288	1.00	1.278	1.318	1.364	1.042	1.227	1.30	1.08
5a. Quality Improvement	1.303	1.038	1.278	1.318	1.318	1.042	1.227	1.30	1.08
5b. Quality Improvement	1.303	1.038	1.333	1.364	1.318	1.000	1.227	1.30	1.08
6. Safety	1.242	1.00	1.278	1.318	1.318	1.042	1.97	1.27	1.13
7. Informatics	1.288	1.00	1.278	1.341	1.318	1.042	1.258	1.33	1.08

Analysis: Graduating Student Surveys were analyzed for the Summer 2025, Fall 2025 and Spring 2026 student cohorts which revealed 100% of the graduating students from all semesters rated achievement of the EOP SLOs 2.99 or less. All EOP SLOs were rated at or below 1.333 (Summer 2025 - 5b Quality Improvement), indicating high student satisfaction in meeting EOP SLOs. This is consistent with ratings for the past three years. In trending three years of data, the highest (worst) rating in any EOP SLO was 1.364 (Spring 2025 – 2b Patient-centered Care and 5b Quality Improvement) indicating a high level of perceived achievement related to EOP SLOs by the graduating students. This number is based on a 1 – 5 Likert scale with 1 being the most favorable response and a goal of scores less than 2.99.

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 2025 N=49 graduates	CLASS OF AUG/DEC 2024 N=46 graduates	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
1. Professional Behaviors	1.67	1.56	1.83	1.33	2.23	1.63	1.64
2a. Patient Centered Care	1.78	1.50	1.78	1.33	2.23	1.63	1.64
2b. Patient Centered Care	1.94	1.50	1.89	1.27	2.23	1.63	1.55
3. Teamwork and Collaboration	1.78	1.50	1.78	1.13	2.23	1.72	1.64
4. Evidence-based Practice	1.89	1.56	1.67	1.27	2.31	1.81	1.45
5a. Quality Improvement	1.89	1.56	1.83	1.20	2.38	1.81	1.55
5b. Quality Improvement	1.89	1.56	1.83	1.27	2.38	1.72	1.64
6. Safety	1.78	1.50	1.72	1.27	2.15	1.72	1.55
7. Informatics	1.83	1.63	1.89	1.20	2.23	1.72	1.45
Number of responses	26	17	19	18	17	16	12

Analysis: Alumni Surveys were analyzed from the cohorts of May 2025, Aug/Dec 2024, May 2024, Aug/Dec 2023, May 2023, Dec. 2022, Aug. 2022. 100% of the alumni that responded from all semesters rated achievement of the EOP SLOs at 2.99 or less. The highest (worst) scores were in the May 2023 cohort and were in Quality Improvement 5a and 5b at 2.38. All subsequent cohorts have showed improvements in the scores for Quality Improvement with scores ranging from 1.20 to 1.89. The best scores achieved were in the cohort of Aug/Dec. 2023 for Teamwork and Collaboration at 1.13.

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 2025	CLASS OF AUG/DEC 2024	CLASS OF MAY 2024	CLASS OF AUG/DEC 2023	CLASS OF MAY 2023	CLASS OF DEC 2022	CLASS OF AUG 2022
1. Professional Behaviors	1.67	1.44	2.0	2.0	1.40	1.50	2.17
2a.Patient Centered Care	1.58	1.56	2.0	2.0	1.80	1.67	2.17
2b.Patient Centered Care	1.83	1.67	1.50	2.0	1.60	2.0	2.00
3. Teamwork and Collaboration	2.17	1.56	1.50	2.0	2.0	2.0	1.83
4. Evidence-based Practice	2.08	1.78	2.0	2.0	1.60	2.0	1.83
5a.Quality Improvement	2.17	1.89	2.0	2.0	1.80	2.67	2.17
5b.Quality Improvement	2.08	1.89	2.0	2.0	1.80	2.67	2.0
6.Safety	1.92	1.78	2.0	2.0	1.60	2.17	2.0
7.Informatics	1.83	1.78	1.0	2.0	1.60	2.33	1.83
Number of responses	12	9	2	1	5	6	6

Analysis: Employer Surveys were analyzed from the cohorts of May 2025, Aug/Dec. 2024, May 2024, Aug/Dec 2023, May 2023, Aug 2022, & Dec 2022 – 100% of the employers from both semesters rated achievement of the EOP SLOs at 2.99 or less. The highest (worst) 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 2.17. The best scores achieved were in the cohort of May 2024 for Informatics 7 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.

Program Completion Per Year – Aggregate Data at 100%, 125% and 150%

Expected Level of Achievement		Entered 2024	Entered 2023	Entered 2022
40% of all students who begin in Nursing 120 will complete the program on-time in 4 semesters.	NUMBER ENTERED	147	130	156
	4 semester completion rate	68.03%	60.00%	61.54%
	5 semester completion rate	80.95% Projected	73.85%	73.72%
	6 semester completion rate	82.31% Projected	78.46%	76.28%

Program Completion – Disaggregated by Cohort at 100%, 125% and 150%

	Entered FALL 2024 On time graduation MAY 2026	Entered SPRING 2024 On time graduation DEC 2025	Entered FALL 2023 On time graduation MAY 2025	Entered SPRING 2023 On time graduation DEC 2024	Entered FALL 2022 On time graduation MAY 2024	Entered SPRING 2022 On time graduation DEC 2023
Number Entered	79	68	70	60	81	75
4 semester completion rate	75.95% (60/79)	58.82% (40/68)	57.14% (40/70)	63.33% (38/60)	71.60% (58/81)	50.67% (38/75)
5 semester completion rate	86.08% (68/79) Projected	75% (51/68)	68.57% (48/70)	80% (48/60)	80.25% (65/81)	66.67% (50/75)
6 semester completion rate	88.61% (70/79) Projected	75% (51/68)	77.14% (54/70)	80% (48/60)	82.72% (67/81)	69.33% (52/75)

Analysis: Current rates for disaggregated on-time (4 semesters) completion ranged from 75.95% for students who entered in Fall 2024 (graduated Spring 2026) to 50.67% for those who entered Spring 2022 (graduated in Fall 2023). Overall, on-time fall cohort completion rates (75.95%- 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 on-time completion rates ranged from 60.00% for those who entered in 2023 to 68.03% for those who entered the program in 2024. 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:*
- 80% or greater for all first-time test takers: or*
 - 80% or greater for all first-time test-takers and repeaters: or*
 - At or above the national/territorial mean based on the nursing program type*

Ultimate Pass Rate Table- Aggregated for the Entire Program		
Year	1 st Attempt Examination Pass Rate	Ultimate Pass Rate (Includes Repeat Testers)
Jan 1 – Dec 31, 2025	95.4% (83/87)	100% (87/87)
Jan 1 – Dec 31, 2024	97.6% (122/125)	100% (125/125)
Jan 1 – Dec 31, 2023	91.8% (112/122)	100% (122/122)

Year	EXAMINATION PASS RATE			
	Cohort		Cohort	
	May # students passed divided by number who took NCLEX each semester		August/December* # students passed divided by number who took NCLEX each semester	
	1 st attempt	Ultimate Pass Rate	1 st attempt	Ultimate Pass Rate
2025	97.92% (47/48)	100% (48/48)	97.78% (44/45)	100% (45/45)
2024	95.65% (66/69)	100% (69/69)	93.48% (43/46)	100% (46/46)
2023	94.74% (54/57)	100% (57/57)	100% (55/55)	100% (55/55)

* Beginning in 2022, and continuing to the present academic year, up to 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.

Analysis: NCLEX-RN results were 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 three years, NCLEX-RN pass rates for 1st attempts for the calendar year ranged from 91.8% (2023) to 97.6% (2024) with 95.4% in calendar year 2025. The strategies put in place by the faculty such as a rigorous academic support program that identifies students at risk is certainly a factor in the satisfactory pass rates.

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)
2025	93 responses / 93 graduates = 100%	97.84% (91/93)
2024	115 responses / 115 graduates = 100%	96.52% (111/115)
2023	113 responses/ 113 graduates = 100%	99.12% (112 of 113)

Job Placement Rate - Disaggregated by graduating cohort				
Year	Graduate in May		Graduate in August/December	
	Response Rate	Job Placement Rate	Response Rate	Job Placement Rate
2025	100% 48 of 48 graduates	95.83% 46 of 48 respondents	100% 45 of 45 graduates	100% 45 of 45 respondents
2024	100% 70 of 70 graduates	95.71% 67 of 70 respondents	100% 46 of 46 graduates	90.91% 44 of 46 graduates
2023	100% 57 of 57 graduates	98.25% 56 of 57 respondents	100% 56 of 56 graduates	100% 56 of 56 respondents

Analysis: The Director was interviewed regarding job placement rates for graduates for 2025. As described earlier, 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 97.8% for 2024 graduates to the high of 99.1% in 2023) and disaggregated data (ranging from a low of 95.83% in May 2025 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.