

## GBC Class/Course Assessment Report

**Course Prefix, Number, and Title:** NURS 449: Leadership and Management in Nursing  
**Department:** Bachelor of Science Nursing Program  
**Instructor:** Michelle I. Husbands, MSN FNP-BC

**Academic Year:** Spring 2016  
**Section Number(s):**  
**Is this a GenEd class?** Yes \_\_\_ No x

Complete and submit your assessment report electronically to your department chair. As needed, please attach supporting documents and/or a narrative description of the assessment activities. You may use as many or as few outcomes as necessary.

Class/Course Outcomes	Assessment Measures	Assessment Results	Any Changes Made as a Result of Assessment
<p>In the boxes below, summarize the outcomes assessed in your class or course during the last year. If this is a Gen Ed class, include the appropriate Gen Ed objectives.</p>	<p>In the boxes below, summarize the methods used to assess course outcomes during the last year. Include the criterion you'll use to judge whether or not students have achieved the expected outcome.</p>	<p>In the boxes below, summarize the results of your assessment activities during the last year. Include your judgement as to whether or not the criterion for student achievement has been met.</p>	<p>In the boxes below, summarize how you plan to use the results to improve student learning.</p>
<p>Outcome #1:             Promote safe, quality, evidence-based care to populations and communities in structured and unstructured healthcare environments</p>	<p>Assessment Measure:   <b>1. Identification, Discussion, Analysis of Practice Issue Assignment</b>             Students review the PDCA (Plan-Do-Check-Act) model and topics discussed in chapters 14-24 of <i>Effective Leadership and Management in Nursing, 8th edition</i>             Students identify an issue within their practice setting OR the practice setting of your nurse leader mentor. Practice issue to be approved by instructor.             Students provide a detailed description and analysis of the identified issue addressing the following:</p>	<p>Results:             17/18 students successfully achieved &gt; 83.99% on all the assessment measures listed</p> <ol style="list-style-type: none"> <li>1. <b>86 % - 100%</b></li> <li>2. <b>52% *- 100%</b></li> <li>3. <b>88% - 100%</b></li> <li>4. <b>90% - 100%</b></li> </ol> <p>*One student received 52%. Student met criteria of assignment content, but received 50% of grade due to late submission</p> <p>Criterion Met: Yes (100%) - #1, 3, &amp; 4            # 2 (94%); No - #2 (.06%)</p>	<p>Action Plan:             1. Provide examples of current health care/practice issues to avoid duplication &amp; to encourage variety of final practicum project             2. No change. Will continue Assessment Measures             3. No change. Will continue Assessment Measures             4. Provide example(s) of PDCA Practicum Project (PPP) should be included in Web campus in next course to provide more direction for completion &amp; understanding</p>

## GBC Class/Course Assessment Report

	<p><i>a. How does this issue impact quality improvement in your practice setting?</i></p> <p><i>b. How does this issue impact patient care in your facility?</i></p> <p><i>c. How does this issue impact staff, management, and administration in your facility?</i></p> <p><i>d. How this issue impact clients/customers, including diverse, underserved &amp; LGBTQ populations within their community?</i></p> <p>6<sup>th</sup> APA formatting required, including cover page and reference list, a minimum of 2 peer-reviewed and/or evidence based references cited. Not to exceed 300-450 words (excluding reference list or cover page) Use of scoring rubric (50 pts)</p> <p>With feedback from mentor &amp; instructor, students create 2-4 power point slides that will be compiled from each module and submit for final practicum project in week 8.</p> <p><b>2. Cost Effects Quality Discussion Question (DQ)</b></p> <p>Students provide a written response to DQ: <i>How does cost affect the quality of nurses' and nurse leaders' ability to</i></p>		
--	---	--	--

**GBC Class/Course Assessment Report**

	<p><i>provide health promotion and prevention interventions within a complex health care organization that is structured or unstructured?</i></p> <p>Not to exceed 200 -250 words using 6<sup>th</sup> ed. APA format. Use of scoring rubric (25 pts).</p> <p>Required peer response 100 – 150 words with support of one relevant peer-reviewed source utilizing 6<sup>th</sup> APA format.</p> <p><b>3. Organizational Structure, Practice Breakdown, &amp; Client Safety Discussion Question (DQ)</b></p> <p>With help of nurse leader, students identify - organizational structure, mission, vision, philosophy, and values. Students provide written response to DQ:</p> <p><i>a. How does this culture impact diverse populations and communities, to include LGBT communities?</i></p> <p><i>b. What factors that lead to practice breakdown in a clinical microsystem?</i></p> <p><i>c. Which resources have been identified to improve patient safety?</i></p> <p><i>d. Which leadership principles and theories describes your own personal management style?</i></p>		
--	---	--	--

## GBC Class/Course Assessment Report

	<p>DQ not to exceed 300-350 words in length with thoughtful reflection, inquiry, discovery, learning, idea generation, etc. Use of a minimum of two peer-reviewed articles for support. Use of scoring rubric (25 pts)</p> <p>Required peer response not to exceed 100 - 150 words in length with at least one relevant peer-reviewed source, utilizing 6<sup>th</sup> APA formatting.</p> <p><b>4. PDCA Practicum Project Power Point Assignment</b></p> <p>Students incorporate information from prior three modules and create 3-5 power point slides on a theoretical policy that incorporates all aspects of the TQM plan (no written summary required).</p> <p>Students compile slides with the slides created for modules 1-3, to create the PDCA Power Point Practicum Project that is no &lt; 9 slides and no &gt; 20 slides (excluding cover slide and reference slides)</p> <p>Reference slide to have a minimum of 6 peer-reviewed and/or evidence based sources. 6th ed. APA formatting required. Use of scoring rubric (75 pts)</p> <p>Criterion for achievement: &gt; 83.99%</p>		
--	---	--	--

**GBC Class/Course Assessment Report**

<p>Outcome #2:</p> <p>Analyze quality improvement measures used in both structured and unstructured healthcare environments</p>	<p>Assessment Measure:</p> <p><b>1. Total Quality Management (TQM) Assignment</b></p> <p>Students utilize TQM from chapter 6 of <u>Effective Leadership and Management in Nursing, 8th edition</u>, and address the four core characteristics:</p> <p><i>a. What is the customer/client focus?</i></p> <p><i>b. What is the total organizational involvement?</i></p> <p><i>c. How can nurses and nurse leaders be an integral part of this policy development (focus on shared governance)?</i></p> <p><i>d. What quality tools and statistics will you need for measurement?</i></p> <p>Student identify key processes for improvement, incorporate leadership principles/theories, and create 2-4 power point slides for final practicum project</p> <p>6<sup>th</sup> APA formatting required with a minimum of 2 peer-reviewed and/or evidence based references cited. Not exceed 300-450 words (excluding cover page or reference list). Use of scoring rubric (50 pts).</p>	<p>Results:</p> <p>18/18 students successfully achieved &gt; 83.99% on all the assessment measures listed.</p> <p><b>1. 95% - 100%</b></p> <p><b>2. 84% - 100%</b></p> <p>Criterion Met: Yes</p>	<p>Action Plan:</p> <p>1. No change. Will continue with Assessment Measures</p> <p>2. No change. Will continue with Assessment Measures</p>
---	--	--	---

## GBC Class/Course Assessment Report

	<p><b>2. Plan for Improvement Assignment</b></p> <p>Student create a plan for improvement that promotes both quality and safety in their specific health care environment</p> <p>Students analyzes the role of the nurse leader within the improvement plan</p> <p>Students incorporates evidence based practices and policies within their plan that addresses the following:</p> <ul style="list-style-type: none"><li>a. management principles, techniques, and systems to manage knowledge, mitigate error, and support decision-making</li><li>b. discuss tools utilize to monitor and evaluate this process</li></ul> <p>6<sup>th</sup> APA formatting required, with a minimum of 2 peer-reviewed and/or evidence based references cited. Not exceed 300-450 words (excluding cover page or reference) Use of scoring rubric (50 pts)</p> <p>Students create 2-4 power point slides for the Plan of Improvement to compile for final practicum project.</p> <p>Criterion for achievement: &gt; 83.99%</p>		
--	--	--	--

## GBC Class/Course Assessment Report

<p>Outcome #3:</p> <p>Act as an evolving scholar, translating current evidence into nursing practice</p>	<p>Assessment Measure:</p> <p><b>1. Plan for Improvement Assignment</b> (See Outcome #2, Assessment Measure 2)</p> <p><b>2. PDCA Practicum Project Power Point Assignment</b> (See Outcome #1, Assessment Measure 4)</p> <p>Criterion for achievement: &gt; 83.99%</p>	<p>Results:</p> <p>18/18 students successfully achieved &gt; 83.99% on all the assessment measures listed.</p> <p><b>1. 95% - 100%</b></p> <p><b>2. 90% -100%</b></p> <p>Criterion Met: Yes</p>	<p>Action Plan:</p> <p>1. No change. Will Continue with Assessment Measures</p> <p>2. See Outcome #1, Action plan # 4</p>
<p>Outcome #4:</p> <p>Evaluate collaboration techniques used in various healthcare environments</p>	<p>Assessment Measure:</p> <p><b>1. Identification, Discussion, Analysis of Practice Issue Assignment</b> (Outcome #1, Assessment Measure #1)</p> <p><b>2. Instructor Meeting</b> Midway through the course (week 4) students schedule a meeting with the instructor through Cranium Café to promote &amp; provide accessibility, support &amp; guidance for online students toward their Final Practicum project. Use of scoring rubric (25 pts)</p> <p><b>3. TQM Assignment</b> (See Outcome #2, Assessment Measure #1)</p> <p><b>4. Small Group Discussion Question (DQ)</b></p> <p>Students sorted randomly into small</p>	<p>Results:</p> <p>18/18 students successfully achieved &gt; 83.99% on all the assessment measures listed.</p> <p><b>1. 86% - 100%</b></p> <p><b>2. 100%</b></p> <p><b>3. 95% - 100%</b></p> <p><b>4. 91% - 100%</b></p> <p><b>5. 95% - 100%</b></p> <p><b>6. 100%</b></p> <p>Criterion Met: Yes</p>	<p>Action Plan:</p> <p>1. See Outcome #1. Action 31</p> <p>2. Limit time allotment to 30 minutes per student and inform students that current version of Firefox is required for Cranium Café</p> <p>3. No change. Will continue with Assessment measures.</p> <p>4. Consider changing from Small group discussion to individual assignment due to conflicts with student's work schedules.</p> <p>5. No change. Will continue with Assessment measures.</p> <p>6. No change. Will continue with Assessment measures.</p>

## GBC Class/Course Assessment Report

	<p>groups, posted a written response to one of the following questions:</p> <p>a. <i>Identify a significant issue to nursing such as “lateral violence”, explain why the leadership skills are essential to team performance in establishing strategies and system barriers for effective communication and collaboration within the inter-professional team. <b>OR</b></i></p> <p>b. <i>Discuss what market justice vs social justice is? How do you view the Affordable Healthcare Act? What role do you see nurse leaders participating in in regards to the AHCA and underserved population? What impact will this have on health disparities?</i></p> <p>Not to exceed 300 – 350 words, incorporating thoughtful reflection, inquiry, discovery, learning, &amp; idea generation, etc. Supported by at least 2 peer-reviewed sources. Required 6<sup>th</sup> ed. APA format. Use of scoring rubric (35 pts)</p> <p>Required peer response, not to exceed 100-150 words.</p> <p><b>5. Plan for Improvement</b></p> <p>Assignment (see Outcome #2, Assessment measure # 2)</p>		
--	--	--	--



## GBC Class/Course Assessment Report

	<p><b>6. Nurse Leader Mentor</b></p> <p>Students to review the “Nurse Leader Mentoring Agreement Sheet &amp; Schedule of Hours” regarding the qualifications and responsibilities for both student <i>and</i> nurse leader mentor. Selection of nurse mentor must be approved by instructor. Completed form is to be uploaded in Web Campus by end of Week 2 and must contain the following:</p> <ul style="list-style-type: none"><li>a. full name of identified nurse mentor, position/title, and contact information</li><li>b. facility/organization information, signature of student nurse &amp; nurse mentor.</li><li>c. proposed schedule of hours.</li></ul> <p>Form Practicum log with the required clinical hours (45 hours: 10 hours with nurse mentor &amp; 35 hours preparing final practicum project) to be submitted to Web Campus by week 8</p> <p>Criterion for achievement: &gt; 83.99%</p>		
--	--	--	--

**GBC Class/Course Assessment Report**

<p>Outcome #5:</p> <p>Apply leadership principles and theories to both the practice and the profession of nursing</p>	<p>Assessment Measure:</p> <ol style="list-style-type: none"> <li><b>1. TQM Assignment</b> (See Outcome #2, Assessment measure #1)</li> <li><b>2. Small Group Discussion DQ</b> (See Outcome #4, Assessment Measure #4)</li> <li><b>3. PDCA Practicum Project Power Point Assignment</b> (see Outcome #1, Assessment Measure #4)</li> <li><b>4. Leadership Reflection DQ</b></li> </ol> <p>Students utilize gained knowledge about leadership theories &amp; principles, the nurse mentor' experience, and knowledge of student's own leadership style, to reflect on the leadership &amp; management and the nurse's role within healthcare governance.</p> <p>Students respond to the DQ: <i>How will the information you gained help you someday function as an effective leader?</i></p> <p>DQ not to exceed 200-250 words in length, consisting of thoughtful reflection, inquiry, discovery, learning, idea generation, etc.</p>	<p>Results:</p> <p>17/18 students successfully achieved &gt; 83.99% on all the assessment measures listed.</p> <ol style="list-style-type: none"> <li><b>1. 95% - 100%</b></li> <li><b>2. 91% - 100%</b></li> <li><b>3. 90% - 100%</b></li> <li><b>4. 50%* - 100%</b></li> <li><b>5. 100%</b></li> </ol> <p>* One student received 50%. Student met criteria of assignment content, but received 50% of grade due to late submission.</p> <p>Criterion Met: Yes (100%) - # 1, 2, 3, 5 # 4 (94%); No #4 (.06%)</p>	<p>Action Plan:</p> <ol style="list-style-type: none"> <li>1. No change. Will continue with Assessment measures.</li> <li>2. See Outcome #4, Action plan #4</li> <li>3. See Outcome #1, Action plan #4</li> <li>4. No change. Will continue with Assessment measures.</li> <li>5. No change. Will continue with Assessment measures.</li> </ol>
---	--	---	---

**GBC Class/Course Assessment Report**

	<p>Required to cite one peer-reviewed reference for support using 6<sup>th</sup> ed. APA format. Use of scoring rubric (25 pts)</p> <p>Required peer response no longer than 100-150 words in length. To cite one supportive peer-reviewed reference.</p> <p><b>5. Nurse Leader Mentor</b> (See Outcome #4, Assessment Measure #6)</p> <p>Criterion for achievement: &gt;83.99%</p>		
<p>Outcome #6:</p> <p>Apply information management principles, techniques, and systems to manage knowledge, mitigate error, and support decision-making</p>	<p>Assessment Measure:</p> <p><b>1. Plan for Improvement Assignment</b> (See Outcome #2, Assessment Measure #2)</p> <p><b>2. PDCA Practicum Project Power Point Assignment</b> (See Outcome #1, Assessment Measure #4)</p> <p>Criterion for achievement: &gt; 83.99%</p>	<p>Results:</p> <p>18/18 students successfully achieved &gt; 83.99% on all the assessment measures listed.</p> <p><b>1. 95% - 100%</b></p> <p><b>2. 90% - 100%</b></p> <p>Criterion Met: Yes</p>	<p>Action Plan:</p> <p>1. No change. Will continue with Assessment measures.</p> <p>2. See Outcome #1, Action plan #4</p>

**Notes:**

**GBC Class/Course Assessment Report**

I have reviewed this report:

\_\_\_\_\_  
Department Chair

Date\_\_\_\_\_

\_\_\_\_\_  
Vice President of Academic Affairs and Student Services

Date\_\_\_\_\_

\_\_\_\_\_  
Dean

Date\_\_\_\_\_