

ReNEW ADN End-of Program Student Learning Outcomes

Upon completion of the ADN program, the graduate will be expected to:

1. Provide safe nursing care within the healthcare system.
2. Incorporate prior knowledge, current research, and clinical experience in decision-making.
3. Demonstrate leadership skills as part of an interprofessional team to promote desired outcomes.
4. Use effective communication and advocacy to provide individualized care.
5. Practice within the core values, principles, and standards of the nursing profession.
6. Utilize the nursing process and a broad knowledge base to maximize health.

ReNew C & E committee 2024

ReNEW Conceptual Framework

The conceptual framework guides curricular decisions within the nursing program. The college mission statement, the program philosophy, and outcomes, and the wealth of educational and experiential expertise of faculty members and others contribute to the diversity of the conceptual framework. The core concepts of the ReNEW curriculum are basic to the discipline of nursing and include safety, clinical judgement, leadership, patient centeredness, professionalism, and health promotion. These concepts have their origin in numerous theoretical bases.

Safety	1. Minimize risk of harm to patients and providers through both system effectiveness and individual performance. 2. Advance nursing practice related to patient care technologies, information systems, and communication devices that support safe nursing practice.
Clinical Judgment	3. Achieve optimal individual, family, group, community, and population outcomes guided by clinical reasoning and appraisal of evidence of best practice.
Leadership	4. Demonstrate effective leadership through heightened self-awareness to empower others in the attainment of optimal patient outcomes. 5. Use mutually respectful communication, collaboration, and leadership skills within interprofessional teams in the management of care in diverse, complex, global, and dynamic healthcare systems.

	6. Participate as a nursing professional in the development and implementation of healthcare policy, finance, and regulatory entities, including local, state, national, and global healthcare trends.
Patient Centeredness	7. Provide patient centered care by reflecting on the uniqueness of an individual patient's background, personal preferences, culture, values, traditions, and family which promotes optimal health outcomes by involving patients and families as they make clinical care decisions. 8. Demonstrate respectful, efficient, safe, and well-coordinated transitions of the patient through all levels of care. 9. Provide respectful, efficient, safe and well-coordinated patient centered care to populations by reflecting on beliefs, values, attitudes, and practices.
Professionalism	10. Model professionalism with consistent demonstration of core values evidenced by nurses working with others to achieve optimal health and wellness outcomes in patients, families, and populations by wisely applying principles of altruism, excellence, caring, ethics, respect, communication, professional engagement, lifelong learning, and accountability.
Health Promotion	11. Encourage evidence-based health promotion and make a positive contribution to immediate and long-term health status, through the provision of education to individuals, families, groups, communities, and populations that encourages healthy behaviors and choices, prevention of disease, protection from preventable illness and disastrous emergencies.

Assessment Criteria

Systematic Plan for Evaluation (SPE) Summary

Casper College Associate Degree Nursing Program uses the following criteria as measures of the effectiveness of the program:

1. **Admission Demographics:** There will be admission of eligible persons of diverse age, gender, socio-economic, ethnic, and educational background. The number of students admitted will be commensurate with faculty and facility availability.
2. **Licensure Rate of Graduates:** There will be an NCLEX-RN pass rate of at least 80% for first time writers.
3. **Graduation Rate:** At least 50% of those students who begin NURS 1100 or its equivalent will successfully complete the ADN program within three years (six semesters).
4. **Employment of Graduates:** At least 85% of new graduates returning the graduate survey who have sought employment will indicate on the nine-month graduate survey that they are employed in nursing.
5. **Graduate/Employer Satisfaction** with ADN Program Outcomes.
 - a. At least 75% of the graduates returning the graduate survey nine months after graduation will indicate a belief that they met the ADN Program Outcomes.
 - b. At least 75% of the employers returning the graduate survey nine months after graduation will indicate a belief that the graduate:
 - i. meets the ADN Program Outcomes.
 - ii. demonstrates satisfactory nursing practice.
 - c. At least 75% of the employers returning the nine-month graduate survey indicate that the graduates utilize appropriate communication skills when providing holistic care to clients.
6. **Critical Thinking:** The group composite score on the ATI Critical Thinking Exit Exam during the 4th semester will meet or exceed the national group mean score.
7. **Continuing Education:** 60 % or more Associate degree graduates from Casper College will be continuing their education with UW or another BSN program 6 - 9 months after graduation.
8. **Meet Standards** of the College, Regulatory, and Accrediting Agencies: The program will continue to meet the standards of the College, the Wyoming Community College Commission, North Central Association, the Wyoming State Board of Nursing, and the Accreditation Commission for Education in Nursing (ACEN).

Achievement of End-of-Program Student Learning Outcomes:

Provide safe nursing within the healthcare system.

- At least 50 percent of students successfully completing NURS 2400 will score greater than 3.5 on selected KSA (Knowledge, Skill, and Attitude) for Safety on the Medical/Surgical Clinical Evaluation Tool.
- At least 70 percent of students successfully completing NURS 2400 will achieve a 73-78 percent predicted passing probability on QSEN Safety items for ATI RN Predictor examination.

Incorporate prior knowledge, current research, and clinical experiences in decision-making.

- At least 50 percent of students successfully completing NURS 2400 will score greater than 3.0 on selected KSA for Clinical Judgement on the Medical Surgical Clinical Evaluation Tool.
- At least 70 percent of students successfully completing NURS 2400 will achieve a 73-78 percent predicted passing probability on Thinking Skills: Clinical Judgment/Critical Thinking on the ATI RN Predictor examination.

Demonstrate leadership skills as part of an interdisciplinary team to promote desired outcomes.

- At least 50 percent of students successfully completing NURS 2400 will score 4.0 or greater on selected KSA for Leadership on the Medical/Surgical Clinical Evaluation Tool.
- At least 70 percent of students successfully completing NURS 2400 will achieve a 73-38 percent predicted passing probability on Leadership items from ATI RN Predictor examination.

Use effective communication and advocacy to provide individualized care.

- At least 50 percent of students successfully completing NURS 2400 will score 4.0 or greater on select KSA for Patient Centeredness on the Medical/Surgical Clinical Evaluation Tool.
- At least 75 percent of students successfully completing NURS 2400 will achieve a score of 3.0 or greater on the grading rubric for Outcome 4 in the Portfolio Assignment Discussion of Core Competencies.

Practice within the core values, principles, and standards of the nursing profession.

- At least 50 percent of students successfully completing NURS 2400 will score 4.0 or greater on select KSA for Professionalism on the Medical/Surgical Clinical Evaluation Tool.
- At least 75 percent of students successfully completing NURS 2400 will achieve a score of 3.0 or greater on the grading rubric for Outcome 5 in Portfolio Assignment Discussion for Core Competencies.

Utilize the nursing process and a broad knowledge base to maximize health.

- At least 70 percent of students successfully completing NURS 2400 will achieve a 73-78 percent predicted passing probability on Nursing Process items for ATI RN Predictor examination.
- At least 75 percent of students completing NURS 2400 will achieve a score of 3.0 or greater on the grading rubric for Outcome 6 for Portfolio Assignment of Discussion Core Competencies.

DON 2025

Casper College
H.E. Stuckenhoff Department of Nursing
Annual Report to Communities of Interest Assessment Results
Fall 2025
Program Outcomes Results for 2024

The Accreditation Commission for Education in Nursing (ACEN), requests we share the “Assessment Results”. The assessment of end-of-program student learning outcomes and program outcomes is shared with communities of interest, and the communities of interest have input into program processes and decision-making.

Admission Demographics

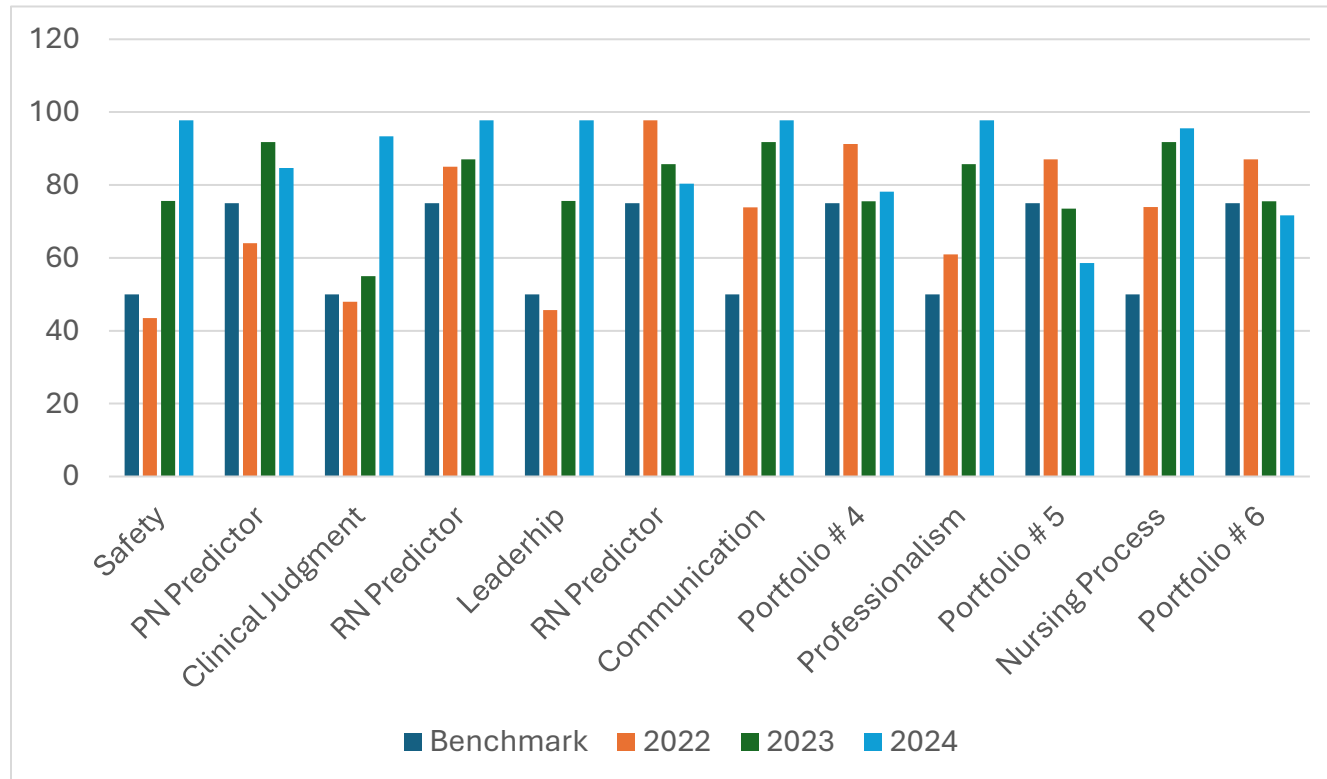
Outcome: There will be admission of eligible persons of diverse age, gender, socio-economic, ethnic, and educational background. The number of students admitted will be commensurate with faculty and facility availability.

Cohort Current Semester (Admission) # students	May 2027 S-1 Fa 2025 31	Dec 2026 S-1 SP 2025 29	May 2026 S-1 Fa 2024 31	Dec 2025 S-1 SP 2024 32	May 2025 S-1 Fa 2023 32	Dec 2024 S-1 SP 2023 32	May 2024 S-1 Fa 2022 32	Dec 2023 S-1 SP 2022 32
Females	30	27	26	27	25	28	25	27
Males	2	2	5	5	7	4	7	5
</=25	23	19	21	19	17	21	17	19
26-30	4	5	2	4	6	5	6	8
31-40	3	5	4	4	5	4	7	4
41-50	1	0	4	4	4	2	1	1
51-60	0	0	0	1	0	0	0	0
Native American	0	0	0	1	0	0	1	1
Asian/Pacific Islander	0	2	5	4	3	0	1	0
Black, non-Hispanic	0	1	0	0	0	0	0	2
Hispanic	4	2	2	5	2	3	0	4
White, non-Hispanic	24	23	23	21	26	28	28	22
Other, Unknown	0	1	1	1	1	1	2	3
AD	4	6	10	6	4	7	3	5
BS/BA	2	1	3	2	0	1	4	4
MS/MA/MBA	0	0	0	0	0	0	0	0
PhD	0	0	0	0	0	0	0	0
Enrolled in BSN or taking BSN courses	9	6	6	7	11			
Wyoming	31	29	31	32	31	30	30	32
Out of State	0	0	0	0	1	2	2	0

End of Program Student Learning Outcomes

5.1: The program demonstrates evidence of students' achievement of each end-of-program student learning outcomes. There is an ongoing assessment of the extent to which students attain each end-of-program student-learning outcome. There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of students' attainment of each end-of-program student-learning outcome.

EPSLO Dashboard: Benchmark vs Results 2024



Graduation Rate

Criterion 5.2: The program demonstrates evidence of students' achievement in completing the nursing program. The expected level of achievement for program completion is determined by the faculty and reflects student demographics.

There is ongoing assessment of the extent to which students complete the nursing program.

There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of students' completion of the nursing program.

There is a minimum of the three (3) most recent years of annual program completion data, and data are aggregated for the nursing program as a whole as well as disaggregated by program option, location, and date of program completion or entering cohort.

Basic: 50% of students who start NURS 1100 will complete the program within six (6) semesters.

AP: 50% of LPNs who start NURS 2300 will complete the program within three (3) semesters.

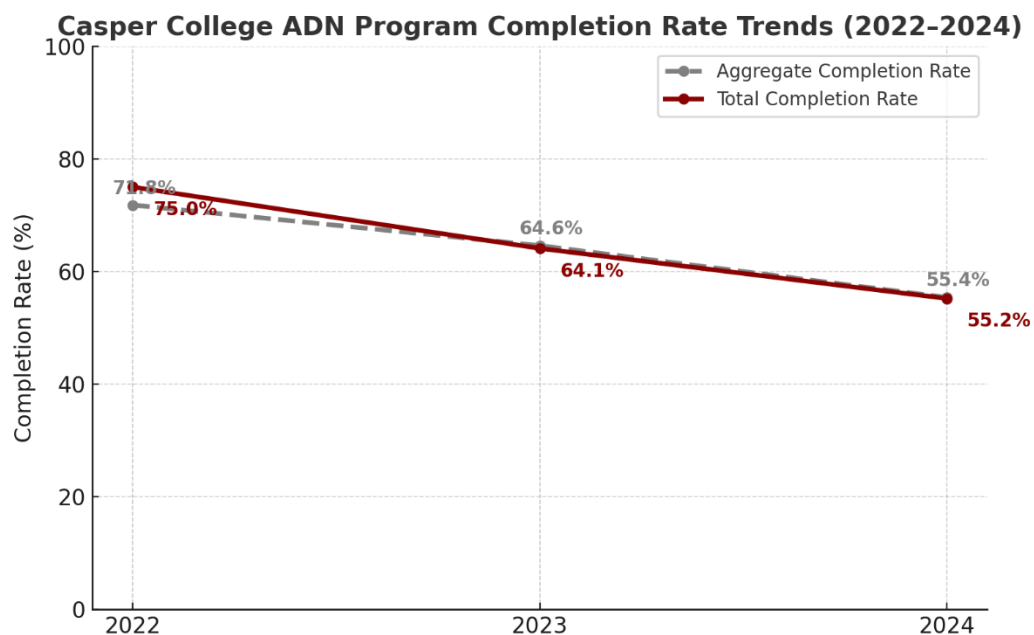
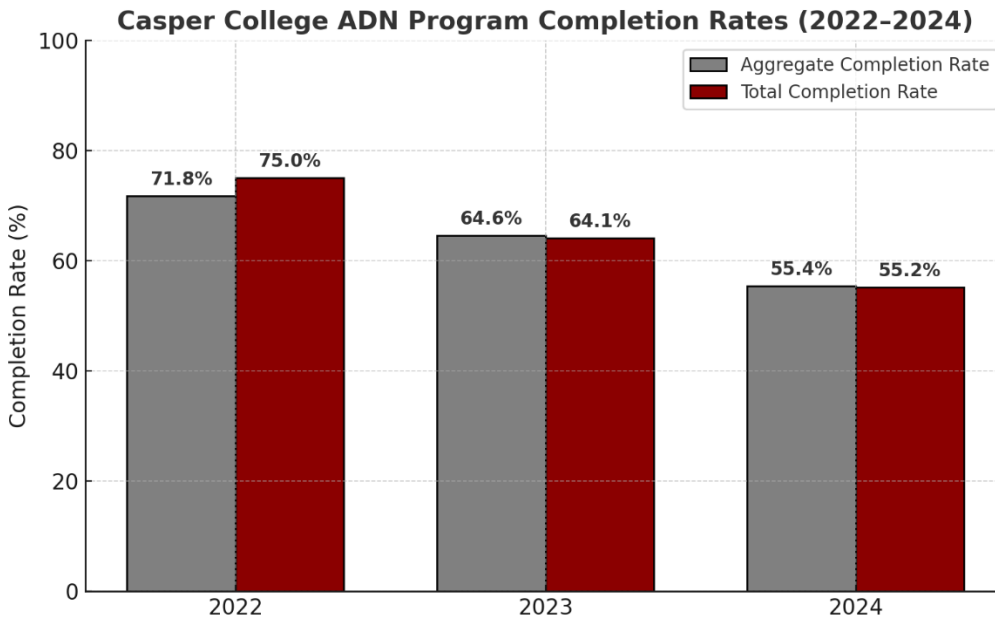
Program Completion

Program Types:

Basic: Entry-level students.

Advanced Placement (AP): Licensed Practical Nurses who are admitted to complete the final two semesters of the program.

Transfers: Students who transfer from another nursing program on approval only.



Licensure Rate of Graduates

Criterion 5.3: The program demonstrates evidence of graduates' achievement on the licensure examination.

The program's most recent annual licensure examination pass rate will be at least 80% for all first-time test-takers during the same 12-month period.

There is ongoing assessment of the extent to which graduates succeed on the licensure examination.

There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of graduates' success on the licensure examination.

There is a minimum of three (3) most recent years of available licensure examination pass rate data, and data are aggregated for the nursing program as a whole as well as disaggregated by program option, location and date of program completion.

Licensure Rate of Graduates

2022	Total	97.6%
2022	May 2022	100%
	Dec 2022	95%
2023	Total	96%
2023	May 2023	92%
	Dec 23	100%
2024	Total	97.3%
	May 24	100%
	Dec 24	94.7%
2025	Total	
	May 2025	100 %
	Dec 2025	

For 2024 the pass rate was 97.3%

Criterion Met

Employment of Graduates

Criterion 5.4: The program demonstrates evidence of graduates' achievement in job placement

The expected level of achievement for job placement is determined by the faculty and reflects demographics

There is ongoing assessment of the extent to which graduates are employed.

There is analysis of assessment data and documentation that the analysis of assessment data is used in program decision-making for the maintenance and improvement of graduates being employed.

There is a minimum of the three (3) most recent years of available job placement data, and data are aggregated for the nursing program as a whole.

ELA	Cohort/ Year	Job Placement Rate	Number of Surveys Distributed	Number of Surveys Returned	Response Rate	Met/Not Met
	May 24	90.9%	26	11	42.3%	
	Dec 24	87.5 %	19	8	42.1 %	

	Total 2024	89.2 %	45	19	42.2 %	Met
	May 23	100%	21	8	38%	
	Dec 23	100%	28	12	46.43%	
	Total 2023	100%	49	20	42.21%	Met
	May 2022	100%	25	11	44%	
	Dec 2022	93.75%	23	16	69.96%	
	Total 2022	96.8%	48	27	56.98%	Met

BSN Completion from Casper College Database

24/FA Update

- 43 NURS.ADN graduates subsequently attended UW.

o As of Oct. 22, 2024, 10 have earned a Bachelor's in Nursing at UW

- 25 NURS.ADN graduates attended other institutions.

o As of Oct. 22, 2024, 12 have earned a Bachelor's in Nursing

ReNew Program Data for the 2024-2025 Academic Year from UW:

Casper College			
TERM	INCOMING	ACTIVE	GRADUATES
202510	8	44	4
202520	10	49	6
202530	3		3
Total	21	93	13

Incoming - new students

Active - students active in the program including incoming and graduates

Graduates - students who graduated with their BSN

Critical Thinking

Critical thinking is measured by administering standardized tests to the students through ATI specific to nursing.

The group composite score on the ATI Critical Thinking Exit Exam during the 4th semester will meet or exceed the national group mean score.

Cohort	Group Composite Score	National Group Mean
May 2022	75.3%	70.3%
Dec 2022	69.9%	70.3%
May 2023	74.5%	70.3%
Dec 2023	74.7%	70.3%
May 2024	71.3%	70.3%
Dec 2024	72.6%	68.0%

Meets Standards of the College, Regulatory, and Accrediting Agencies

The Standards of the College Regulatory and Accrediting agencies continue to be met by the program.

Outcome: The program will continue to meet the standards of the College, the Wyoming Community College Commission, Higher Learning Commission, the Wyoming State Board of Nursing, and the Accreditation Commission for Education in Nursing (ACEN)

- Casper College HLC accredited until 2028-2029
- WSBN approval until Spring 2027
- ACEN full accreditation until Spring 2027

	2024 Totals	
	#	%
National RN Pass Rates	186,760	91.16%
National PN Pass Rates	50,570	88.38%
Wyoming RN Pass Rates (all programs)	309/326	94.79%
Wyoming PN Pass Rates (all programs)	128/128	100%
	#	%
Casper College RN	50/50	100%
Casper College PN	26/26	100%
Central WY College RN	29/30	96.67%
Eastern WY College RN	9/10	90%
Laramie County Community College RN	69/72	95.83%
Laramie County Community College PN	39/39	100%
Northern WY Community College District (Gillette/Sheridan) RN	44/49	89.80%
Northern WY Community College District (Gillette/Sheridan) PN	37/37	100%
Northwest College RN	23/26	88.46%
Northwest College PN	14/14	100%
University of WY Accelerated Program	19/20	95%
University of WY Basic Program	34/34	100%
Western WY Community College RN	32/35	91.43%
Western WY Community College PN	9/9	100%