

# **LEADING OUR PROGRAM TO SUCCESS:**

## **The Journey**

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# **UTILIZING THE SELF-STUDY PROCESS TO IMPROVE PROGRAM PASS RATES**

# Board Pass Rates

## 1<sup>st</sup> Time Candidates

- Pass Rates

- 2013 - 75.0%

- 2014 - 70.7%

- 2015 - 85.3%

- 2016 - 93.26%

- 2017 - ?

National Average 84.30%

# Self- Study

- Humbling experience
- Learning needs of millennial student
  - Faculty/Student differences

# Self Study Conclusions

- NCLEX-RN® 1<sup>st</sup> time failures:
  - Evening cohort
    - Working adults
  - Readmission and transfers
  - Traditional vs LVN-RN transition
  - Exit exam scores

# Self Study Conclusions

- What needs to be done?
  - Increase the passing standard from 70% to 75%
  - Review readmission and transfer policies
  - Align testing to NCLEX-RN<sup>®</sup> standards
  - MANDATE remediation



# **IDENTIFYING COMPONENTS OF A STUDENT SUCCESS PLAN WITHIN THE PROGRAM**

# Variety of Issues

- Student age groups, generation and gender gaps, plus serious outside stressors
- Working students, many with families
- Difficulty grasping nursing focus
- Frustration among students and faculty
- Declining test scores, retention, and NCLEX pass rates
- Faculty decision to incorporate active learning strategies



# Multifaceted approach

- Success Coaches designated for each course
- Test taking and study strategies
- Group test review over high miss items
- Mandatory remediation with consequences
- Improved test preparation (students and faculty)
- Total faculty involvement & record keeping

# Remediation plan

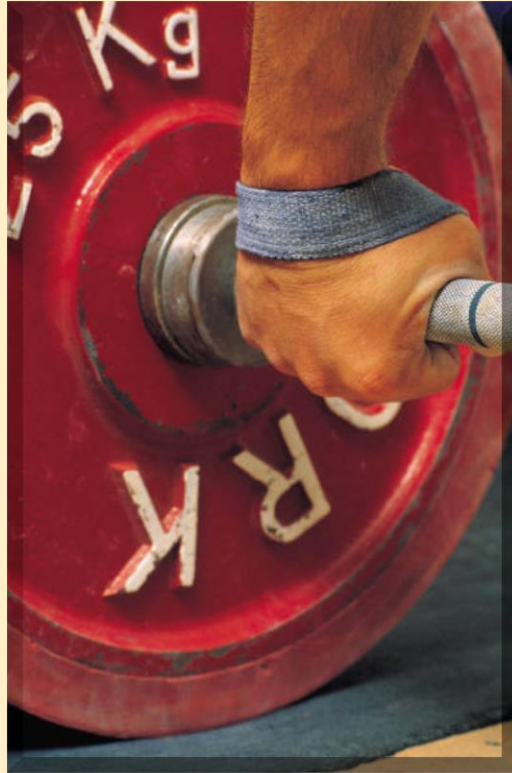
- Identify individual barriers to success
- Small group active involvement
- Review muddy points of content, decision making, delegation, and prioritizing
- Individual counseling and support
- Faculty access to student remediation records

# Test preparation

- Mandatory NCLEX style practice questions
- Group study plans
- Learn to think like a nurse / role modeling
- “Teach me” sessions

# Overall success of remediation

- Collaborative approach brings satisfaction
- Improved test scores and attitudes
- Student recognition of faculty support
- Improved mid-curricular and exit exam scores



# **COMPONENTS OF THE NCLEX SUCCESS PLAN**

# The Problem

- NCLEX-RN<sup>®</sup> pass rates
- Self-report identified multiple areas of improvement
- Increasing student accountability
- Practically impossible to ‘teach students everything they need to know’
- Students not fully aware of what to expect with NCLEX testing

# Necessary Changes

- Integrate a study plan in final semester
- Guide the students in launching their success for NCLEX-RN®
- Utilize programs aligned with textbooks (PassPoint)
- Completion of success plan is a portion of overall grade
- Keep the expectations high

# The Plan

- NCLEX-RN<sup>®</sup> review course
  - Faculty approved
  - Submit evidence of purchase
- 5-month calendar
  - Including the final semester + 1 month post graduation
- Multiple NCLEX-RN<sup>®</sup>- style quizzes
  - 75 questions x3 timed; 265 questions x2 timed
  - All quizzes demonstrating mastery level of 6



# Introspection

## Student Self Assessment

- Goals
- Preferred learning styles
- Strengths / weaknesses
  - Identified from NCLEX-RN<sup>®</sup> client needs categories from mid-curricular exam
- Life management
  - Crisis / life events during study plan
- Motivating factors
  - The benefits of adhering to plan and successful completion of NCLEX-RN<sup>®</sup> with first attempt



# CHALLENGES FROM THE LEADERSHIP PERSPECTIVE

# Faculty

- Buy in
- Ownership
- Rigor

# Administration

- Financial support
- Increase in rigor

# **TESTING AND TEST-ITEM ALIGNMENT**

# Test Items

- Align with NCSBN as much as possible
- Parsimonious & succinct
- Ask a question
- Equal length distractors / options
  - Ascending / descending
  - Sequential / numerical
- No names / gender neutral
- Generic medication names only
- Appropriate vs ...
  - Most therapeutic, most accurate, most helpful

# Tests

- Careful and thorough review by all faculty PRIOR to test
- FEEDBACK
- Review previous exams to identify item performance issues
- Team meetings after exams or next day to review high miss items

# REMEDIATION



- High miss review
- Every student who has a failing test grade must remediate
- Consequences
- Group vs individual

**PASSPOINT**

- Adaptive
- Predictive
- Mastery levels 1-8
- Practice “NCLEX” exams
  - Question by question adaptability
  - Covers all client needs consistent with test plan
- Immediate remediation
  - Smart links to Lippincott Advisor / Procedures
- Personalized reports

# **THE PLAN**

- Student ownership
- Changes after graduating
  - Sudden free time
  - Holidays
  - Celebrations
  - Life-happenings
- Intrusive interest
- Inspire / support
- Celebrate

**THE JOURNEY CONTINUES ...**

*The harder you work,  
the harder it is to surrender.*

*- Vince Lombardi*