

Writing Measurable Objectives for Educational Programs

2011-12 Nursing Program

Goal: Increase the Passing Rates of Nursing Graduates

Objective: Increase the passing rates of nursing graduates by **90%** of those who take the state licensure examination within one year of graduation during FY 12.

Tasks:

1. Develop (an intervention) to reinforce the Nursing core competencies, to be administered to students during the last semester of the program.
2. Establish an after hours tutorial and support program for students.
3. Develop a workbook for students to use prior to examination.
4. Monitor the progress of students and provide counseling as needed.
5. Each semester utilize a core group of outstanding peer student tutors.

Assessment Measures:

1. Track the TRC passing rates on the licensure examination.
2. Conduct a program review after each academic year on core competencies.
3. Assess results from the student-peer success committee.
4. Review grades each semester.

Actual Results:

During the 2011-12 academic-year, only 75% of the TRC Nursing graduates passed the Licensure Examination.

Through the assessment of student grades, it was noted that during the sophomore year of the program, over 50% of the students declined in their overall academic progress. In addition, this same group of students scored below 80% during their Anatomy and Physiology course exams.

This same group of graduates was not provided with a course in their last semester to reinforce the core nursing competencies.

Only 20% of the 2011-12 nursing graduates took advantage of the after class peer tutoring and support sessions prior to their licensure examination.

Use of Results for 2012-13:

To increase the passing rates of TRC Nursing graduates on the licensure examination to a level of 90% the following must be implemented during the 2012-13 academic- year:

The Anatomy & Physiology curriculum and course materials will be review during the fall 2012 semester. Feedback will be provided to the student success committee. Changes and additions will be implemented in the curriculum to begin spring 2013.

All students taking the A&P courses will be required to pass the final examination at a rate of 80% or higher to begin fall 2012.

Supplemental Instruction will be provided immediately after all A& P Courses, to begin fall 2013.

All Nursing students will be required to take a core course designed to reinforce the core nursing competencies during their last semester in the program to begin fall 2012.

All Nursing graduation candidates who scored below 80%, during their A&P Courses will be required to participate in peer tutoring and support sessions after class during their last semester in the program to begin fall 2012.

Examples of Measurable (SMART) Objectives For Academic Programs

- Increase the rate by Sixty percent (60%) of all students who will achieve passing scores on all final examinations in mathematics on their first attempt during FY 12.
- Increase the percent by Eighty percent (80%) of the graduates in the MBA degree program will report employment in the field on the alumni survey to be administered one year after graduation each academic year.
- Retain seventy-five percent (75%) of the AA degree students (those having successfully completed at least 30 credits through spring semester 2001), evidenced by those who enroll (return) for fall semester 2002.
- Ensure that Sixty percent (60%) of the Education preparation program students will pass the FSTE on the first attempt during FY 12.
- Increase the number of CEI and CEU course offerings over the number offered in 2000-01 by 5%.
- Revise and standardize the syllabi for all math courses taught by all full and part-time faculty for use; beginning spring semester 2002.
- Integrate the teaching of SCANS competencies in all social science courses by spring semester 2003.
- Develop a computer graphics curriculum for implementation by fall semester 2002.

Write **SMART Objectives**

- S SPECIFIC – state exactly what you aim to do
- M MEASURABLE – qualify it
- A ACTION ORIENTED – requires action to achieve
- R REALISTIC – can you do it?
- T TIME-LIMITED – set a deadline

Under each Objective, you will need specific tasks or operational functions you plan to implement and utilize in an attempt to accomplish your stated goals and objectives.

Please Note:

An **Objective** is a statement of what you will achieve and by when. If your statement does *not* meet the **SMART** criteria, it may be a **unit goal**, which is broader in overall scope than an objective. *Objectives* are specific to each planning unit. If it will take longer than one planning year, you may wish to break the *Objective* into two or three phases, each of which can be completed within that given planning year.