The students in the CMC Nursing Program remain top performers for the most part due to the dedication of the nursing faculty. Assessments are performed and reported regularly, with even the smallest deficiency analyzed with immediate improvement measures taken as can be seen in the selected TaskStream example from 2012-2013 below. Nursing faculty, staff and students exemplify and excel in the college’s efforts to infuse a culture of evidence throughout the institution.

**Outcome 2** - Provides leadership in a variety of healthcare settings for diverse patient populations. (Manager Role; Advocate Role) (Level Outcome 2)

**Measure:** Student Self-Reflective Presentation

**Course level:** Direct – Portfolio

**Details/Description:** The nursing student will spend one-hundred twenty (120) hours immersed in the capstone internship experience. During this time, the nursing student will analyze the healthcare system and understand the role of the professional nurse. He or she will identify, explore and reflect on major concepts of the healthcare system and apply the concepts to his or her practice. Each student creates a PowerPoint presentation about the capstone internship. Part of the PowerPoint measures how the student meets **Outcome 2:** The student will be able to: Analyze how the professional nurses in the facility acted as leaders, citing how this improved the patient safety and quality care. Give three examples.

Students are rated on this outcome using the following rubric:
- 4- Analyzes 3 examples of ways the nurses act as leaders and cites how each example improves quality care.
- 3- Analyzes 2 examples of ways the nurses act as leaders and cites how each example improves quality care.
- 2- Analyzes 1 example of ways the nurse acts as a leader and cites how the example improves quality care.
- 1- Does not analyze any (zero) examples of ways the nurses act as leaders OR did not cite how the examples improve quality care.

**Short Term Target:** Observation: Midway through the semester, students will be asked to answer the following question to measure this outcome: Analyze how the professional nurses in the facility acted as leaders, citing how this improved the patient safety and quality care. Give three examples.

The short term target is for 85% of the students to achieve a 4 or more on the above rubric.

**Long Term Target:** Observation: At the end of the semester, students will turn in a PowerPoint presentation which includes stating the answer to the following question: Analyze how the professional nurses in the facility acted as leaders, citing how this improved the patient safety and quality care. Give three examples.

The long term target will be for 90% of the students to achieve a 4 or more using the above rubric.

**Key/Responsible Personnel:** Connie Selzer
**Findings for Student Self-Reflective Presentation**

**Summary of Findings**: Midway through the semester, the students hand wrote how they were currently meeting the objective: *analyze how the professional nurses acted as leaders, citing how this improved the patient safety and quality care.* Answers were graded using the rubric. 22 students out of 29 or 75.9% of students were at or above 4 on the rubric.

At the end of the semester, each student completed a PowerPoint presentation, which included how each student met the objective of analyzing how the professional nurses acted as leaders, citing how this improved the patient safety and quality care. Answers were graded using the rubric. 28 out of 29 (96.5%) were at 4 on the rubric.

**Results**: Short Term Target Achievement: Not Met; Long Term Target Achievement : Exceeded

Recommended Actions for Continued Improvement: The midpoint findings were low mainly because student were not able to draw a parallel between the leaders actions and how they affected safety and quality care. Next semester we will discuss reflection of leadership throughout the semester, helping students firm-up the relationship between leaders actions and safety/quality care.

**Reflections/Notes**: Ensure students understand that there are two parts to this question. First, is to analyze three ways in which nurses act as leaders. Second, cite how the actions improve quality and safety. It is unclear if the students cannot relate the two, or if they didn't read through the question.