

Evaluation Plan

Policy

Overview

The evaluation process is an integral part of the educational mechanism at the Clarkson College Nurse Anesthesia Program. Evaluation is present during all phases of the educational program and encompasses all residents, all clinical and didactic faculty, courses, the program itself, and graduates of the program.

Procedure

Evaluation of Nurse Anesthesia Residents

Evaluation of residents occurs in both the Didactic and Clinical Phases.

Didactic Phase

Evaluation of residents occurs on an ongoing basis each semester. The most common methods for evaluation are examinations, quizzes, work sheets, papers, patient simulations, presentations, and case studies. Additional course work or examinations may be required of the resident by the faculty whenever the resident's progress is deemed unsatisfactory. Residents are expected to pass each quiz, exam, assignment, or lab. Residents are not allowed to progress at the end of the semester until all courses are passed with an 83% or better. Residents are expected to know their own progress and ask for more clarification or assistance promptly, as needed.

Clinical Phase

Residents complete written Care Plans with feedback and points assigned via the Care Plan Rubric. Evaluation of resident performance in clinical practicums includes care plans, online Daily Evaluations, completed by the clinical instructor; written Midterm and Final Clinical Evaluations completed by the Clinical Coordinator; and resident self-evaluations completed as part of the Midterm and end-of-semester Final Clinical Evaluations.

The goal of these evaluations is to assess progress in each area crucial to residents' success: preanesthetic assessment, preparation for administration of anesthesia, induction, intraoperative management, emergence, post anesthesia management, professional communication and collaboration, and professional role. By identifying trouble areas early, the resident, Clinical Coordinator(s), faculty, and Program Director can devise a plan to help the resident get "back on track". Residents are scored on their Daily Evaluations and Midterm and Final Clinical Practicum Evaluations.

On every Midterm and Final Clinical Evaluation, residents receive an average score in each area (section) and an overall score. Every section and the overall score are evaluated, and each must be successfully completed.

Practicum evaluations rate resident's performance in meeting course objectives. Safety Concern=0; Unsatisfactory=1; Delayed=2; Meets Expectations=3; Exceeds Expectations=4; Exemplary= 5. These averages determine what action, if any, is needed:

Resident Meets or Exceeds Expected Level – No action

Less than Expected Level - Clinical probation with or without clinical privileges and/or dismissal.

With clinical probation, the Academic Progression Committee Chairman is notified, and an Academic Contract is developed by Academic Progression Committee and resident. The Academic Contract includes probation with or without clinical privileges. Problem areas are discussed with the resident, expectations outlined, and plan of action developed. The resident is given the opportunity to add their own plan for improvement. The goal is to evaluate potential for success and possibly provide opportunities for improvement and future success. The Academic Progression Committee monitors the resident's progress with adjustment to Academic Contract, as needed. The probationary status is reviewed as needed. The committee will recommend one of the following: removing probation status with return to good standing; continued probation with or without clinical privileges; or dismissal from the program.

With dismissal, the Academic Progression Committee and/or Chairman communicate with the student to discuss problem areas and reason for dismissal.

During the Clinical Phase, students have monthly review program quizzes over specific topics and comprehensive examinations. DNP students take the SEE near the end of the fifth semester or the beginning of the sixth semester of the program. They take the second (graduate SEE) at the end of the eighth semester or the beginning of the ninth semester of the program. Residents must meet a program benchmark on the SEE as a requirement for successful completion of the Final Clinical Anesthesia Practicum. And finally, all residents must take and successfully pass the National Certification Exam upon program completion.

Evaluation of Clinical Instructors and Clinical Coordinators

Clinical Instructor and Clinical Coordinator evaluations (2) are completed anonymously each semester by residents. The comments are reviewed by the program administration and faculty and eventually, with the Clinical Coordinators, when numbers are sufficient to assure anonymity. Annual site visits to each clinical site also serve as a form of evaluation of clinical faculty.

Evaluation of Didactic Faculty

Didactic faculty are evaluated by the students each semester via the College online course evaluation process. Residents' comments and ratings are summarized and compiled for use by the College in such a way that confidentiality and freedom of expression of each resident are encouraged and preserved. The results of these anonymous evaluations are shared with each faculty member, Program Director, and college administration. Compiled comments and ratings are reviewed by the Department-Education Committee, and results summarized for the Annual Advisory Board.

Evaluation of Program

Evaluation of the program will occur via several methods. The program is continuously reviewed by the Department-Education Committee, which functions to continually assess the program's strengths and weaknesses. The Department-Education Committee prepares the written self-study required for accreditation. The Department-Education and Annual Advisory Board act to evaluate the program and generate ideas and strategies for continuous improvement.

A survey is sent out to all Clinical Coordinators in the programs primary and enrichment clinical sites on an annual basis to evaluate the program.

Policies and procedures of the program will be reviewed and updated by the Department-Education Committee every two years or more frequently, as needed. The results of the periodic review of policies and procedures will be shared with the students and Annual Advisory Board.

The COA requires an Annual Report and conducts periodical program evaluation surveys. All Clinical Coordinators and Clinical Instructors evaluate the program annually. The Program's faculty comment on strengths and weaknesses of the program as part of their annual evaluation, which is shared with the Program Director. The College evaluates the NAP via the Annual Academic Program Review and Outcomes Report (AAPRO). These reports are reviewed and tabulated by CTL as part of the Institutional Effectiveness program and leads to development of college priorities and creation of Critical Success Factors (CSFs).

Program administration schedules exit interviews for all graduating residents during their last semester. All graduates evaluate the program as a whole during these interviews. Freedom of expression is encouraged and will be preserved. Results in summary form will be shared with the Department-Education Committee and Annual Advisory Board.

A post-graduate program evaluation form will be mailed to graduates at 6 months and employers at 12 months from graduation by the Alumni Coordinator. The program administration will review the data. The findings will be forwarded to the Department-Education Committee for review to facilitate their on-going evaluation of the curriculum. Results are shared with the Annual Advisory Board.

Summary of Evaluation Methods and Process

Nurse Anesthesia Residents-Clinical

- Daily Clinical Evaluations
- Midterm and Final Clinical Evaluations, including resident self-evaluation of clinical practicum objectives
- Semester grade for clinical practicum course
- Care Plan feedback and points assigned via rubric
- Monthly Quizzes
- Comprehensive Exams
- Results of the Self-Evaluation Exam (SEE) at end of first and second years
- Results of National Certification Exam (NCE) at end of program

Nurse Anesthesia Residents-Didactic

- Essays, examinations, quizzes, work sheets, papers, patient simulations, presentations, and case studies etc.
- Grades assigned for courses

Nurse Anesthesia Resident–Self

- SEE at the end of the Didactic Phase
- SEE at the end of the Second Year
- Midterm and Final Semester self-evaluations of clinical performance objectives

Clinical Coordinators/Clinical Instructors

- Written evaluation by residents each semester
- Site visits to each affiliate annually
- Exit Interviews

Clinical Sites

- Evaluation of learning opportunities
- Evaluation of facility
- Residents complete primary clinical site evaluation one time while in program, or more if desired
- Residents complete enrichment clinical site evaluation one time while in program, or more if desired
- Exit Interviews

Didactic Faculty

- Written course evaluations by residents at the end of each course
- Observation and documentation by program administration, as needed
- Exit Interview

Program

- Annual assessment by Clinical Coordinators
- Annual assessment by didactic faculty
- AAPRO Report
- Graduates evaluate at 6 months from graduation
- Employers evaluate at 6 months from graduation
- Annual Report to COA
- Self-Study COA Accreditation Process
- HLC & ACEN Accreditation Processes
- Exit Interviews
- Annual Advisory Board evaluates annually, or as needed
- Nurse Anesthesia Resident first-time pass rate on NCE
- Results of SEE exams

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