

NURSE EDUCATION DEPARTMENT

A.D.N. AND PNP SYSTEMATIC PLAN FOR PROGRAM EVALUATION AND ASSESSMENT OF OUTCOMES

<p>STANDARD II : FACULTY There are qualified and credentialed faculty appropriate to accomplish the nursing education unit purposes and strengthen its educational effectiveness.</p> <p>Criterion # 7 : Faculty performance is periodically evaluated to assure ongoing development and competence.</p>		<p>Definition: <i>Performance review</i> is defined as a contractual process with the purpose of evaluating full-time faculty classroom or clinical performance and overall contribution to the nursing education unit. <i>Scholarship</i> is defined as the possession and/or dissemination of knowledge that is demonstrated through publication, attainment/recognition of excellence awards, presentations and/or attendance at educational programs related to the profession of nursing. <i>Service</i> is defined as those activities which are useful and necessary to the nursing unit, college or community. <i>Nursing Practice</i> is defined as the professional skills used to deliver nursing care to patients. Faculty Professional Development Activities are the activities performed by and documented by the full and part-time nursing faculty that demonstrate ongoing participation in scholarship, service and nursing practice activities.</p> <p>Expected Level of Achievement:</p> <ol style="list-style-type: none"> 1. Faculty performance evaluation will be conducted in accordance with the evaluation schedules outlined in the MCCC contract 100% of the time. 2. Faculty will receive a satisfactory classroom or clinical observation evaluation in accordance with Article XIII in the MCCC contract 90% of the time. 3. Faculty will submit evidence of activities related to scholarship, service and professional activities, as required, 100% of the time. 				
PROCESS					IMPLEMENTATION	
Component	Where is Documentation Found	Person Responsible	Time/ Frequency of Assessment	Assessment Method	Results of Data & Analysis (Including ELA)	Actions For program Development, Maintenance or Revision
Faculty Performance Evaluation	Human Resources Department Faculty file	Nursing Administrator	MCCC/MTA contract guidelines: <i>Non-tenure:</i> Annual for first 6 years during fall semester <i>Tenure:</i> Every 3 years during fall semester: Due: <i>Non-tenure:</i> February 2004 <i>Tenure:</i> June, 2004	Method: Each fall, the Nurse Administrator will conduct a full-time faculty classroom or clinical performance review in accordance with the <i>tenure/non-tenure</i> guidelines outlined in the current MCCC/MTA contract. The Nurse Administrator will maintain a summary of the number of faculty reviewed and list the numbers who were rated satisfactory or unsatisfactory.		
Faculty Record of Scholarship	Human Resources Department Faculty file	Nurse Administrator	Every 2 years (even year) Due: December 2004	Method: The Nurse Administrator reviews the "Faculty Professional Development Activities" record located in the faculty members file in HR. Rationale: Review is essential to maintaining qualified faculty who are prepared for the responsibilities of the nursing education unit.		