



“We Strive to Guarantee Quality

and Excellence”

Palau Community College is an accessible public educational institution helping to meet the technical, academic, cultural, social, and economic needs of students and communities by promoting learning opportunities and developing personal excellence.

**T1 - Instructional Programs
(Academic Degree & Certificate Programs)**

Three Year Program Review

Degree / Certificate Program

NU Program

Period of Three Year Review

Fall 2018 – Summer 2021

Program Review Completed By:

Name	Title	Signature	Date
Terry Ngirmang	NU Program Chairperson/Instructor	<i>Terry Ngirmang</i>	6/20/2022

Program Review Certified By:

Name	Title	Signature	Date
Deikola Olikong	Dean of Academic Affairs	<i>Deikola Olikong</i>	7/7/2022

Program Review Received By: (Institutional Research & Evaluation Office)

Name	Title	Signature	Date
Ligaya Sara	Institutional Researcher	<i>Ligaya Sara</i>	7/7/2022

Purpose:

Program review at Palau Community College is a process that provides an extensive evaluation of academic and non-academic programs on a three year basis. The results of yearly assessments (using the FAMED process) are compiled into the one three year review cycle.

The purpose of program review is to evaluate program sufficiency to allow definite strategies to be developed for major revisions, to provide information for consideration when decisions are made, and to develop recommendations to improve institutional effectiveness.



Instructions for completing Program Review:

1. Type your text into the boxes. The text boxes will expand to accommodate the amount of text spaces you need.
2. Individual instructions are included before each section. Examples are in **green**, remove when you start writing.
3. Submit completed and signed Program Review in both hard copy and electronic copy format to the Institutional Research & Evaluation Office.
4. Required supporting documents must be included during submission.

Appendix A: CLOs – PLOs – ILOs Mapping (e-copy only)

Appendix B: Most Updated & Approved Outlines within this cycle (e-copy only)

Appendix C: Most Updated Program Modification with PLOs within this cycle (e-copy only)

Appendix D: FAMED grid of all course assessment data within review cycle
(e-copy in pdf only)

5. Be sure to keep both hard and electronic copies for your file.

Note: Other college plans may include the 15-Year Institutional Master Plan, the 5-Year Technology Plan, Institutional Learning Outcomes, Institutional-Set Standards for Student Achievement, or other plans, such as an approved department plan or committee plan.

I. Academic Degree Program Purpose (Program Description) and Relationship to the College Mission

1. State the purpose of this academic degree program below.

Program Review Narrative Summary

➤ Summary of the academic program purpose:

Palau Community College (PCC) Nursing Program is designed to provide students with technical knowledge, skills and proper work habits/attitudes necessary for employment in this field. The program prepares students to work and advance in their careers as licensed practical nurses, registered nurses, or for the pursuit of a higher education in the field of nursing. The program is a “nursing career ladder” program which allows for entry from high school into the first year of the program. After two years, and upon receiving an Associate of Applied Science Degree in nursing (AAS), the student will be eligible for licensure as a Licensed Practical Nurse (LPN). Continuation to the third year of the program will lead to an Associate of Science Degree in nursing (AS), the student then will be eligible for licensure as a Registered Nurse (RN). Articulation to the Bachelor of Science in Nursing (BSN) program is also possible upon completion of pre-requisites.

a. Goals

- ✚ To meet the urgent need for RNs by preparing and graduating nurses who possess the skills and knowledge such as the nursing process, therapeutic communication, critical decisions based on scientific rationale & performing procedures safely and aseptically.
- ✚ To meet the need of Associate Degree Nurses to qualify to work as RNs in Palau or to be able to articulate to other universities in the region for their Baccalaureate Degree in Nursing.
- ✚ To address the need for all levels of nurses by preparing and graduating nurses with knowledge and skills needed to perform their duties as LPNs or RNs.
- ✚ To address the need to have more trained and qualified Palauan nurses providing care to their people.

2. How is the academic degree program supporting the overall mission of the College?

➤ The relationship of program to the college Mission Statement:

Nursing Program follows the mission of the college in that it strives to address and meet the health needs of the community and the Republic of Palau as a Nation. The program provides learning opportunities for those students/nurses who are interested in higher degree (AS) in nursing or articulation to other universities for Baccalaureate Degree in nursing.

3. Provide a brief history of this academic degree program below. Include the updates of major changes and accomplishments since the last review.

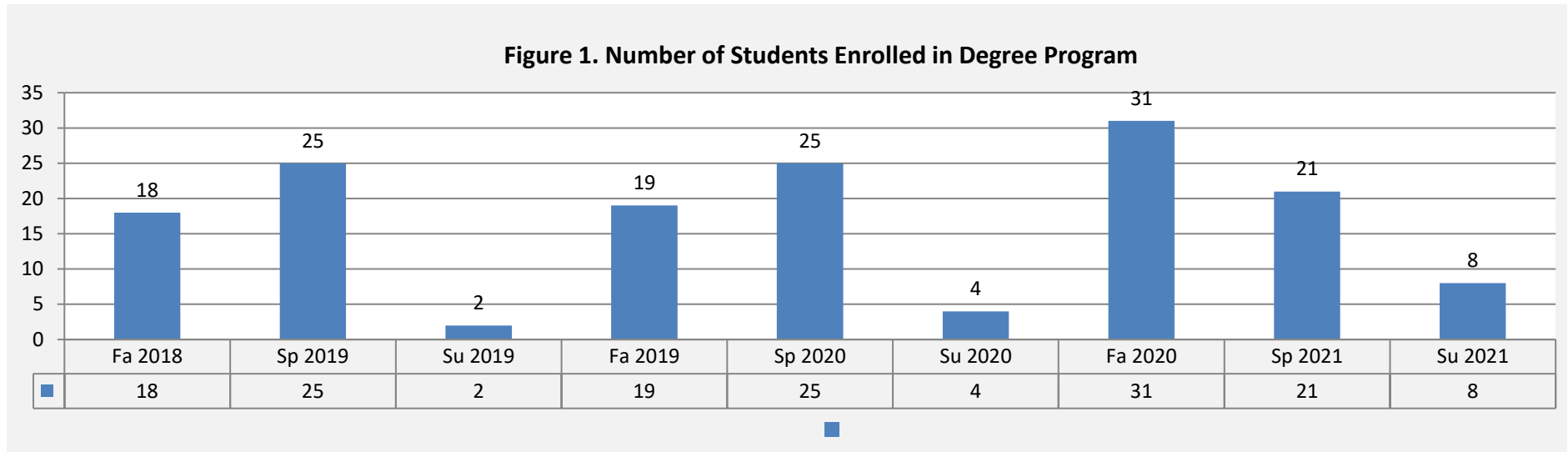
➤ Program updates and accomplishments:

The program celebrated its Twentieth Year Anniversary in August 2018. As of May 2021, a total of 95 students have graduated from the program with more than seventy-five percent of them went on to get their RNs/LPNs licenses and are now practicing as nurses here in Palau.

The program started using Low Fidelity SIM manikins six years ago for students to their nursing care skills. Since the program started using SIM scenarios to enhanced learning and training, students are more improved with their nursing care skills practices. Also, with the SIM manikins, students are now able to practice some of the skills that they were not able to do before.

II. Program Data

Degree Program Students – Number of Students Enrolled in this Degree Program



Provide summary of Figure 1 including its trends analysis.

The trend shows an increasing number of students enrolled from Fall semester to the following Spring semester for two years in a row but shows decrease from the Fall semester compared to the following Spring semester in the 3rd year. And, for the first time the trend showed an increasing number of student enrollments in the program during Summer.

Program Courses Data
(Course Completion Data of Program Students in each Program Course)

You may insert more rows as needed

Table 1a. Course Completion of Program Courses (Fall)

FA 2018__					FA 2019__					FA 2020__				
<u>Course</u>	Passed	Failed	Withdraw	Enrolled	<u>Course</u>	Passed	Failed	Withdraw	Enrolled	<u>Course</u>	Passed	Failed	Withdraw	Enrolled
NU 103	5	0	0	5	NU 102	10	0	0	10	NU 202	10	0	0	10
NU 103	5	0	0	5	NU 103	10	0	0	10	NU 203	10	0	0	10
NU 104	6	0	0	6	NU 104	10	0	0	10	NU 205	10	0	0	10
NU 105	6	0	0	6	NU 105	10	0	0	10	NU 207	2	0	0	2
NU 202	3	0	0	3	NU 202	3	0	0	3					
NU 203	3	0	0	3	NU 203	3	0	0	3					
NU 205	2	0	0	2	NU 205	4	1	0	5					
NU 207	8	0	0	8	NU 207	8	0	1	9					

Table 1b. Course Completion of Program Courses (Spring)

SP 2019__					SP 2020__					SP 2021__				
<u>Course</u>	Passed	Failed	Withdraw	Enrolled	<u>Course</u>	Passed	Failed	Withdraw	Enrolled	<u>Course</u>	Passed	Failed	Withdraw	Enrolled
NU 106A	10	0	0	10	NU 106A	6	0	0	6	NU 106A	12	0	2	14
NU 106B	7	0	0	7	NU 106B	4	0	0	4	NU 106B	11	0	0	11
NU 108	4	0	0	4	NU 108	10	0	0	10	NU 204	9	1	0	10
NU 201	4	0	0	4	NU 201	10	0	0	10	NU 206	7	0	0	7
NU 204	3	0	0	3	NU 204	4	0	0	4					
NU 206	2	0	0	2	NU 206	4	0	0	4					

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Table 1c. Course Completion of Program Courses (Summer)

SU 2016__					SU 20__					SU 20__				
<u>Course</u>	Passed	Failed	Withdraw	Enrolled	<u>Course</u>	Passed	Failed	Withdraw	Enrolled	<u>Course</u>	Passed	Failed	Withdraw	Enrolled

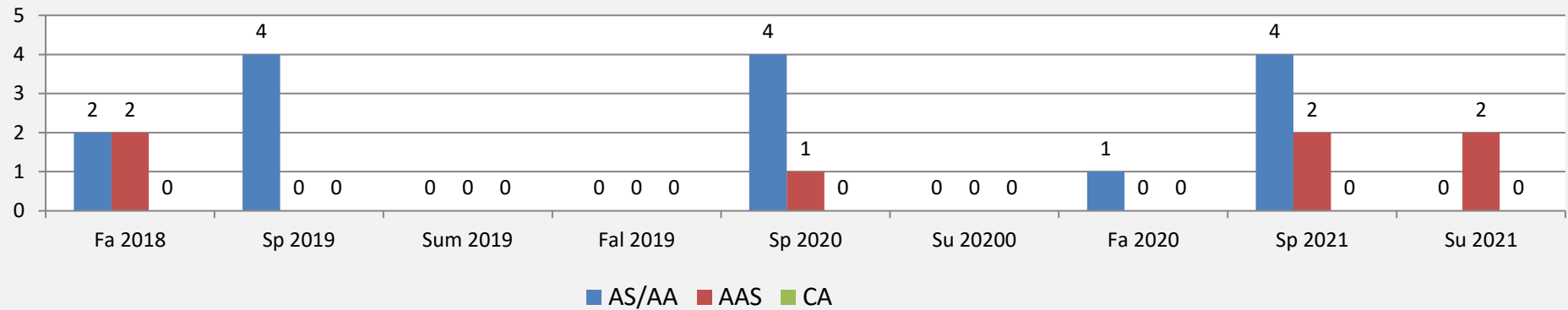
Provide summary of Tables 1a, 1b & 1c including its trends analysis.

In Table 1a there were two courses offered in one of the Fall semesters where one student failed one of these two courses and in the other course one student withdrew from it.

In Table 1b there was one course offered in one of the Spring semesters where two students withdrew from it and in another course in the same semester one student failed it.

Trend: Even though two students failed a course in this 3 school-year period they were different courses so no action is needed at this time and will continue to assess each course and revise as needed.

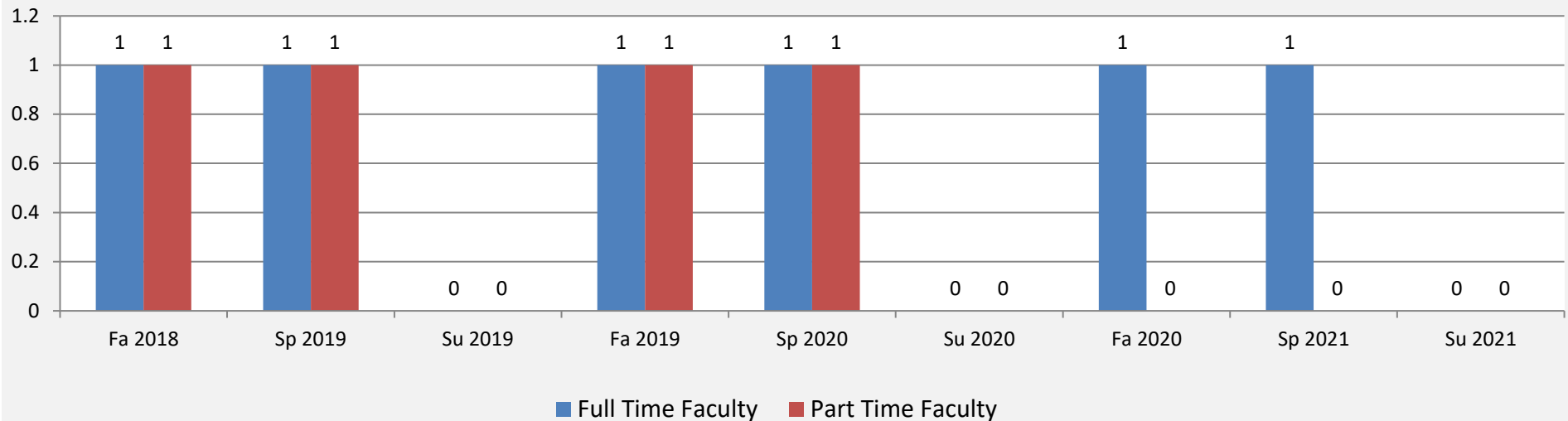
Figure 2. Number of Graduates



Provide summary of Figure 2 including its trends analysis.

For all the three years in this three-year period there were same number of graduates from the program for each of the three years. This is true for both AAS and AA/AS Degrees. There was also one student who graduated in one of the Fall semesters which is not often seen because the program courses are lined up so students get to complete all the courses requirements in the Spring semester in order to graduate.

Figure 3. Faculty Head Count



Provide summary of Figure 3 including its trends analysis.

For first two years or four semesters in this three-year period there were two faculties who taught all the nursing classes offered for each of the four semesters, one was a full-time instructor and the other one was an adjunct instructor. In the first semester in the third year of this three-year period the adjunct faculty who taught two nursing courses in the last two years resigned before the semester ended and that left only one full-time instructor for the rest of the semester/year.

For the past twenty plus years, the Nursing Program have had only one Full-time faculty who is also the Chair for the program. And every semester in the last twenty years the college have had to hire one adjunct instructor to come and assist this one Full-time faculty of the program teach one or two nursing classes.

III. Student Learning and Curriculum

School Year	How many program courses are there? (refer to catalog or recent approval by CPC)	% of courses with Identified CLOs	List all revised program courses outlines or proposed new courses that received CPC approval within this review cycle	% of PLOs aligned with ILOs
Fa 2018-Su 2019	17 (10 NU) for AAS 22 (14 NU) for AS	100%	See narrative summary below	100%
Fa 2019-Su 2020	17 (10 NU) for AAS 22 (14 NU) for AS	100%	See narrative summary below	100%
Fa 2020-Su 2021	17 (10 NU) for AAS 22 (14 NU) for AS	100%	See narrative summary below	100%

Provide Summary of Student Learning and Curriculum in the box below. Summary should include reasons for course revisions and course proposals. If any course and/or the degree or the certificate program went through the validity process, include the information here.

There were no new courses proposed during this three-year period. All the program courses that required lab hours were revised from a required contact of hours of 3 contact hours per 1 credit lab down to 1.5 hours per 1 credit lab. Some of these revisions have been approved by CPC but some are still awaiting approval.

IV. Course Assessment Data

Semester Assessed	Course Assessed	CLO-PLO-ILO Mapping	Results of Assessments

Year 1: School Year Fa 2018 – Su 20119

Semesters Assessed	Course Assessed	CLO-PLO-ILO Mapping	Results of Assessments
Fall Semester 2018	NU 102	CLO 1-PLO 1,2,6 -ILOs 1,2,4 CLO 2 –PLO 4,6 -ILOs 1,2,4,5 CLO 3–PLO 1,2,5,6 -ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level CLO 3: 100% of students assessed performed at the proficiency level
	NU 103	CLO 1-PLO 1,2,3,6 – ILOs 1,2,4,5 CLO 2-PLO 1 to 6 -ILOs 1,2,4,5 CLO 3 -PLO 1 to 6-ILOs 1,2,4,5	CLO 1: 80% of students assessed performed at the proficiency level CLO 2: 80% of students assessed performed at the proficiency level CLO 3: 100% of students performed at the proficiency level
	NU 104	CLO 1-PLO 1,2,5,6-ILOs 1,2,4,5 CLO 2-PLO 3 to 6-ILOs 1,2,4,5 CLO 3-PLO 1 to 6-ILOs 1,2,4,5 CLO 4-PLO 1,2,5,6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level.
	NU 105	CLO 1-PLO 2,5,6-ILOs 1,2,4,5 CLO 2-PLO 1 to 6-ILOs 1,2,4,5 CLO 3-PLO 2,6-ILOs 1,2,4,5	CLO 1: 80% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level.
	NU 202	CLO 1-PLO 5,6-ILOs 1,2,4,5 CLO 2-PLO 1,2,5,6-ILOs 1,2,4,5 CLO 3-PLO 1 to 6-ILOs 1,2,4,5 CLO 4-PLO 4,5,6-ILOs 1,2,4,5 CLO 5-PLO 1,2,3,5,6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level. CLO 5: 100% of students assessed performed at the proficiency level.
	NU 205	CLO 1-PLO 1,5,6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level.

		<p>CLO 2-PLO 4,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,3,5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,5,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 6-ILOs 1,2,4,5</p>	<p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 50% of students assessed performed at the proficiency level.</p> <p>CKI 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
	NU 207	<p>CLO 1-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 2, 4,6-ILOs 1,2,4,5</p> <p>CLO 6-PLO 2,4,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p> <p>CLO 6: 100% of students assessed performed at the proficiency level.</p>
	NU 203	<p>CLO 1-PLO 2,3,5, 6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1,2,3,4,5,6-ILOs 1,2,4,6</p> <p>CLO 5-PLO 1,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 66.7% of students assessed performed at the proficiency level.</p> <p>CLO 2: 33% of students assessed performed at the proficiency level.</p> <p>CLO 3: 66.7% of students assessed performed at the proficiency level.</p> <p>CLO 4: 66.67% of students assessed performed at the proficiency level.</p> <p>CLO 5: 66.7% of students assessed performed at the proficiency level.</p>
Spring 2019	NU 106A	<p>CLO 1-PLO 2,5,6 -ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,6 -ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,6 -ILOs 1,2,4,5</p> <p>CLO 4-PLO 6 -ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level</p> <p>CLO 2: 100% of students assessed performed at the proficiency level</p> <p>CLO 3: 100% of students assessed performed at the proficiency level</p> <p>CLO 4: 100% of students assessed performed at the proficiency level</p>
	NU 106B	<p>CLO 1-PLO 3,5,6 -ILOs 1,2,4,5</p> <p>CLO 2-PLO 3,5,6 -ILOs 1,2,4,5</p> <p>CLO 3 -PLO 2,4,6 -PLOs 1,2,4,5</p> <p>CLO 4-PLO 2,4,6 -ILOs 1,2,4,5</p> <p>CLO 5-PLO 2,6 -ILOs 1,2</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level</p> <p>CLO 2: 100% of students assessed performed at the proficiency level</p> <p>CLO 3: 100% of students assessed performed at the proficiency level</p> <p>CLO 4: 100% of students assessed performed at the proficiency level</p>

			CLO 5: 100% of students assessed performed at the proficiency level
	NU 108	CLO 1-PLO 2 -ILO 2 CLO 2-PLO 1,2,5,6-ILOs 1,2,4,5 CLO 3-PLO 1,5,6-ILOs 1,2,4,5 CLO 4-PLO 1,2,3,5,6-ILOs 1,2,4,5 CLO 5-PLO 1,2,5,6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 75% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level. CLO 5: 100% of students assessed performed at the proficiency level.
	NU 201	CLO 1-PLO 1,2,3,5,6 -ILOs 1,2,4,5 CLO 2-PLO 5,6 -ILOs 1,2,4,5 CLO 3-PLO 1,2,3,5,6 -ILOs 1,2,4,5 CLO 4-PLO 1,2,3,5,6 -ILOs 1,2,4,5 CLO 5-PLO 1,2,3,5,6 -ILOs 1,2,4,5	CLO 1: 75% of students assessed performed at the proficiency level CLO 2: 100% of students assessed performed at the proficiency level CLO 3: 100% of students assessed performed at the proficiency level CLO 4: 100% of students assessed performed at the proficiency level CLO 5: 75% of students assessed performed at the proficiency level
	NU 204	CLO 1-PLO 1,2,3,5,6 -ILOs 1,2,4,5 CLO 2-PLO 1,5,6 -ILOs 1,2,4,5 CLO 3-PLO 1,2,3,5,6 -ILOs 1,2,4,5 CLO 4-PLO 2,3,5,6 -ILOs 1,2,4,5 CLO 5-PLO 1,2,3,5,6 -ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 66.67% of students assessed performed at the proficiency level. CLO 4: 66.67% of students assessed performed at the proficiency level. CLO 5: 100% of students assessed performed at the proficiency level.
	NU 206	CLO 1-PLO 2,6 -ILOs 1,2,4,5 CLO 2 -PLO 2,6 -ILOs 1,2,3,4,5 CLO 3-PLO 1,2,4,6 -ILOs 1,2,4,5 CLO 4-PLO 1,2,4,6 -ILOs 1,2,4,5 CLO 5-PLO 2,3,4,5,6-ILOs 1,2,4,5 CLO 6-PLO 2,6 -ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level. CLO 5: 100% of students assessed performed at the proficiency level. CLO 100% of students assessed performed at the proficiency level.

Year 2: School Year Fa 2019 – Su 2020

Semester Assessed	Course Assessed	CLO-PLO-ILO Mapping	Results of Assessments
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Fall Semester 2019	NU 102	<p>CLO 1-PLO 1,2,6-ILOs 1,2,4</p> <p>CLO 2-PLO 4,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,2,5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 3,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 80% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p>
	NU 103	<p>CLO 1-PLO 1,2,3,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1 to 6-ILOs 1,2,4,5</p>	<p>CLO 1: 90% of students assessed performed at the proficiency level.</p> <p>CLO 2: 80% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p>
	NU 104	<p>CLO 1-PLO 1,2,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 3,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1,2,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p>
	NU 105	<p>CLO 1-PLO 2,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 2,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p>
	NU 207	<p>CLO 1-PLO 2,6 -ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,6 -ILOs 1,2,4,5</p> <p>CLO 3-PLO 2,6 -ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,6 -ILOs 1,2,4,5</p> <p>CLO 5-PLO 2,4,6 -ILOs 1,2,4,5</p> <p>CLO 6-PLO 2,4,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p> <p>CLO 6: 100% of students assessed performed at the proficiency level.</p>
	NU 202	<p>CLO 1-PLO 5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 1,2,5,6 -ILOs 1,2,4,5</p> <p>CLO 3-PLO 1 to 6 -ILOs 1,2,4,5</p> <p>CLO 4-PLO 4,5,6 -ILOs 1,2,4,5</p> <p>CLO 5-PLO 1,2,3,5,6 -ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>

	NU 203	<p>CLO 1-PLO 2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1 to 6-ILOs 1,2,4,6</p> <p>CLO 5-PLO 1,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
	NU 205	<p>CLO 1-PLO 1,5,6 -ILOs 1,2,4,5</p> <p>CLO 2-PLO 4,6 -ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,3,5,6 -ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,5,6 -ILOs 1,2,4,5</p> <p>CLO 5-PLO 6 -ILOs 1,2,4,5</p>	<p>CLO 1: 80% of students assessed performed at the proficiency level.</p> <p>CLO 2: 80% of students assessed performed at the proficiency level.</p> <p>CLO 3: 80% of students assessed performed at the proficiency level.</p> <p>CLO 4: 60% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
Spring Semester 2020	NU 106A	<p>CLO 1-PLO 2,5,6 -ILOs 1,2,4,5</p> <p>CLO 2 -PLO 2,6 -ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,6 -ILOs 1,2,4,5</p> <p>CLO 4-PLO 6 -ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p>
	NU 106B	<p>CLO 1-PLO 3,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 3,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 2,4,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,4,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 2,6-ILOs 1,2</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
	NU 108	<p>CLO 1-PLO 2-ILOs 2</p> <p>CLO 2-PLO 1,2,5,6-ILOs 1,2,4,5</p> <p>CLO 3 -PLO 1,5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1,2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 1,2,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
	NU 201	<p>CLO 1-PLO 1,2,3,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p>

		<p>CLO 2-PLO 5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1,2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 1,2,3,5,6-ILOs 1,2,4,5</p>	<p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
	NU 204	<p>CLO 1-PLO 1,2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 1,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 1,2,3,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
	NU 206	<p>CLO 1-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,2,4,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1,2,4,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 2,3,4,5,6-ILOs 1,2,4,5</p> <p>CLO 6-PLO 2,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p> <p>CLO 6: 100% of students assessed performed at the proficiency level.</p>

Year 3: School Year Fa 2020 – Su 2021

Semester Assessed	Course Assessed	CLO-PLO-ILO Mapping	Results of Assessments
Fall Semester 2020	NU 102	<p>CLO 1-PLO 1,2,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 4,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,2,5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 3,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p>
	NU 103	<p>CLO 1-PLO 1,2,3,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1 to 6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p>
	NU 104	<p>CLO 1-PLO 1,2,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p>

		<p>CLO 2-PLO 3,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1,2,5,6-ILOs 1,2,4,5</p>	<p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p>
	NU 105	<p>CLO 1-PLO 2,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 2 to 6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p>
	NU 202	<p>CLO 1 –PLO 5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 1,2,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 4,5,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 1,2,3,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 100% of students assessed performed at the proficiency level.</p>
	NU 203	<p>CLO 1-PLO 2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,3,5,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 1 to 6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 1,5,6-ILOs 1,2,4,5</p>	<p>CLO 1: 92% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 77% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p> <p>CLO 5: 85% of students assessed performed at the proficiency level.</p>
	NU 205	<p>CLO 1-PLO 1,5,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 4,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 1,3,5,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,5,6-ILOs 1,2,4,5</p> <p>CLO 5-PLO 6-ILOs 1,2,4,5</p>	<p>CLO 1: 50% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 90% of students assessed performed at the proficiency level.</p> <p>CLO 5: 90% of students assessed performed at the proficiency level.</p>
	NU 207	<p>CLO 1-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 2-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 3-PLO 2,6-ILOs 1,2,4,5</p> <p>CLO 4-PLO 2,6-ILOs 1,2,4,5</p>	<p>CLO 1: 100% of students assessed performed at the proficiency level.</p> <p>CLO 2: 100% of students assessed performed at the proficiency level.</p> <p>CLO 3: 100% of students assessed performed at the proficiency level.</p> <p>CLO 4: 100% of students assessed performed at the proficiency level.</p>

		CLO 5-PLO 2,4,6-ILOs 1,2,4,5 CLO 6-PLO 2,4,6-ILOs 1,2,4,5	CLO 5: 100% of students assessed performed at the proficiency level. CLO 6: 100% of students assessed performed at the proficiency level.
Spring Semester 2021	NU 106A	CLO 1-PLO 2,5,6-ILOs 1,2,4,5 CLO 2-PLO 2,6-ILOs 1,2,4,5 CLO 3-PLO 1,6-ILOs 1,2,4,5 CLO 4-PLO 6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level.
	NU 106B	CLO 1-PLO 3,5,6-ILOs 1,2,4,5 CLO 2-PLO 3,5,6-ILOs 1,2,4,5 CLO 3-PLO 2,4,6-ILOs 1,2,4,5 CLO 4-PLO 2,4,6-ILOs 1,2,4,5 CLO 5-PLO 2,6-ILOs 1,2	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level. NUCLO 5: 100% of students assessed performed at the proficiency level.
	NU 108	CLO 1-PLO 6-ILOs 1,2 CLO 2-PLO 1,2,5,6-ILOs 1,2,4,5 CLO 3-PLO 1,5,6-ILOs 1,2,4,5 CLO 4-PLO 1,2,3,5,6-ILOs 1,2,4,5 CLO 5-PLO 1 to 6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level. CLO 5: 100% of students assessed performed at the proficiency level.
	NU 201	CLO 1-PLO 1,2,3,5,6-ILOs 1,2,4,5 CLO 2-PLO 5,6-ILOs 1,2,4,5 CLO 3-PLO 1,2,3,5,6-ILOs 1,2,4,5 CLO 4-PLO 1,2,3,5,6-ILOs 1,2,4,5 CLO 5-PLO 1,2,3,5,6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level. CLO 5: 100% of students assessed performed at the proficiency level.
	NU 204	CLO 1-PLO 1,2,3,5,6-ILOs 1,2,4,5 CLO 2-PLO 1,5,6-ILOs 1,2,4,5 CLO 3-PLO 1,2,3,5,6-ILOs 1,2,4,5 CLO 4-PLO 2,3,5,6-ILOs 1,2,4,5 CLO 5-PLO 1,2,3,5,6-ILOs 1,2,4,5	CLO 1: 100% of students assessed performed at the proficiency level. CLO 2: 100% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 90% of students assessed performed at the proficiency level. CLO 5: 70% of students assessed performed at the proficiency level.

	NU 206	CLO 1-PLO 2,6-ILOs 1,2,4,5 CLO 2-PLO 2,6-ILOs 1,2,4,5 CLO 3-PLO 1,2,4,6-ILOs 1,2,4,5 CLO 4-PLO 1,2,4,6-ILOs 1,2,4,5 CLO 5-PLO 2,3,4,5,6-ILOs 1,2,4,5 CLO 6-PLO 2,6-ILOs 1,2,4,5	CLO 1: 77% of students assessed performed at the proficiency level. CLO 2: 75% of students assessed performed at the proficiency level. CLO 3: 100% of students assessed performed at the proficiency level. CLO 4: 100% of students assessed performed at the proficiency level. CLO 5: 100% of students assessed performed at the proficiency level. CLO 6 100% of students assessed performed at the proficiency level.
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Provide Summary of Course Assessment Data with analysis results in the box below. Summary should include how assessment results have led to improvement of course and program learning outcomes, student learning and student achievement.

Course Assessment Data for this three-year period shows more than 90% of the students assessed for each CLOs performed at or higher than the proficiency level for all the courses CLOs. In Fall 2018, one of the courses offered (NU 203), only 66.67 % of the students assessed met the proficiency level for 4 of the 5 CLOs for the course and in one CLO only 33% met the proficiency level. More time/exercises were spent on these areas addressing the CLOs for this particular course.

V. Program Learning Outcomes (PLOs) Assessment

Year Assessed	PLO Assessed	Proficiency Levels	Results of Assessments (Do not combine PLO results; report individual PLO result.)

Program Learning Outcomes Assessment Results

Year Assessed	PLO Assessed	Proficiency Levels	Results of Assessments
S.Y. 2018-19	PLO 1	NU102 CLO 1,3-100% NU 103 CLO 1-3 – 87% NU 104 CLO 1,3,4-100% NU 105 CLO 2-100% NU 106A CLO 3-100% NU 108 CLO 2,3,4,5-93.75% NU 201 CLO 1,3,4,5-87,5% NU 202 CLO 2,3,5-100% NU 203 CLO 4,5-66.68% NU 204 CLO 1,2,3,5-91,66% NU 205 CLO 1,3-75% NU 206 CLO 3,4-100%	83.46% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
	PLO 2	NU 102 CLO 3 - 100% NU 103 CLO 1-3 – 86.66% NU 104 CLO 1,3,4-100% NU 105 CLO 1,2,3-100% NU 106A CLO 1,2-100% NU 106B CLO 3,4,5-100%	93.33% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.

		NU 108 CLO 1,2,4,5- 93.75% NU 201 CLO 1,3,4,5- 87.5 % NU 202 CLO 2,3,5- 100% NU 203 CLO 1,2,4- 55.45% NU 204 CLO 1,3,4,5- 83.33% NU 205 CLO 4- 100% NU 206 CLO 1-6 – 100% NU 207 CLO 1-6 – 100%	
	PLO 3	NU 103 CLO 1-3 – 86.6% NU 104 CLO 2,3 – 100% NU 106B CLO 1,2 - 100% NU 108 CLO 4 – 100% NU 201 CLO 1,3,4,5 – 100% NU 202 CLO3,5– 100% NU 203 CLO 1,2 - 49.85% NU 204 CLO 1,3,4,5 – 88.33% NU 205 CLO3 – 50% NU 206 CLO 5 – 100%	87.47% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
	PLO 4	NU 102 CLO 2– 100% NU 103 CLO 2-3 – 90% NU 105 CLO 2 – 100% NU 106B CLO 3,4 – 100% NU 202 CLO 3,4 – 100% NU 203 CLO 4 – 66.67% NU 205 CLO 2– 100% NU 205 CLO 2 – 100%	95.66% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.

		NU 206 CLO 3,4,5 – 100% NU 207 CLO 5,6 – 100%	
	PLO 5	NU 102 CLO 3– 100% NU 103 CLO 2,3- 90% NU 104 CLO 1,3,5 – 100% NU 105 CLO 1,2 – 90% NU 106A CLO 1 – 100% NU 106B CLO 1,2 – 100% NU 108 CLO 2,3,4,5 – 93.75% NU 201 CLO1-5 - 90% NU 202 CLO 1-5 – 100% NU 203 CLO 1-5 - 55.95% NU 204 CLO 1-5 - 86.66% NU 205 CLO 1,3,4 - 83.3% NU 206 CLO 5 -100%	91.5% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
	PLO 6	NU 102 CLO 1-3 – 100% NU 103 CLO 1-3 – 86.66% NU 104 CLO 1-4 – 100% NU 105 CLO 1-3 – 93.3% NU 106A CLO 1-4 – 100% NU 106B CLO 1-5 – 100% NU 108 CLO 2,3,4,5 – 93.75% NU 201 CLO 1-5 – 90% NU 202 CLO 1-5– 100% NU 203 CLO 1-5 - 59.95% NU 204 CLO 1-6 - 86.66%	93.88% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.

		NU 205 CLO 1-5 – 90% NU 206 CLO 1-6 - 100% NU 207 CLO 1-6 - 100%	
S.Y. 2019-20	PLO 1	NU 102 CLO 1,3 – 90% NU 103 CLO 1-3 – 90% NU 104 CLO 1,3,4 – 100% NU 105 CLO 2 – 100% NU 106A CLO 3 100% NU 108 CLO 2-5 100% NU 201 CLO 1,3,4,5 – 100% NU 202 CLO 2,3,5 – 100% NU 203 CLO 4,5 – 100% NU 204 CLO 1,2,3,5 – 100% NU 205 CLO 1,3 – 80% NU 206 CLO 3,4 - 100%	96.66% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
	PLO 2	NU 102 CLO 1,3 – 90% NU 103 CLO 1-3 – 90% NU 104 CLO 1,3,4 – 100% NU 105 CLO 1-3 – 100% NU 106A CLO 1,2 – 100% NU 106B CLO 3,4,5 – 100% NU 108 CLO 1,2,4,5 – 100% NU 201 CLO 1,3,4,5 – 100% NU 202 CLO 2,3,5 – 100% NU 203 CLO 1,2,4 – 100% NU 204 CLO 1,3,4,5 – 100%	97% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.

		NU 205 CLO 3,4 – 80% NU 206 CLO 1-6 100% NU 207 CLO 1-6 - 100%	
	PLO 3	NU 102 CLO 4 – 100% NU 103 CLO 1,2– 85% NU 104 CLO 2,3 – 100% NU 105 CLO 2 – 100% NU 106B CLO 1,2 – 100% NU 108 CLO 4 - 100% NU 201 CLO 1,3,4,5 – 100% NU 202 CLO 3,5 - 100% NU 203 CLO 1,2,4 – 100% NU 204 CLO 1,3,4,5 – 100% NU 205 CLO 3 -80% NU 206 CLO 5 - 100%	97% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
	PLO 4	NU 102 CLO 2 – 100% NU 103 CLO 2-3 – 90% NU 105 CLO 2 – 100% NU 106B CLO 3,4 – 100% NU 202 CLO 3,4– 100% NU 203 CLO 4 – 100% NU 205 CLO 2 – 80% NU 206 CLO 3,4,5 – 100% NU 207 CLO 5,6 – 100%	96.66% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
	PLO 5	NU 102 CLO 3,4 – 100% NU 103 CLO 2,3 – 90%	99% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation

		NU 104 CLO 1-4 – 100% NU 105 CLO 1,2 – 100% NU 106A CLO 1 – 100% NU 106B CLO 1,2 – 100% NU 108 CLO 1-4 – 100% NU 201 CLO 1-5 – 100% NU 203 CLO 1-5 – 100% NU 204 CLO 1-5 – 100% NU 206 CLO 5 100%	will continue to be based on course assessment results and data.
	PLO 6	NU 102 CLO 1-4 – 95% NU 103 CLO 1,2 – 85% NU 104 CLO 1-4 – 100% NU 105 CLO 1-3 – 100% NU 106A CLO 1-4 – 100% NU 106B CLO 1-5 – 100% NU 108 CLO 2-5 – 100% NU 201 CLO 1-5 – 100% NU 202 CLO 1-5 – 100% NU 203 CLO 1-5 – 100% NU 204 CLO 1-5 - 100% NU 205 CLO 1-5 - 80% NU 206 CLO 1-6 - 100% NU 207 CLO 1-6 - 100%	97% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
S.Y. 2020-21	PLO 1	NU 102 CLO 1,3 – 100% NU 103 CLO 1-3 – 100% NU 104 CLO 1,3,4 – 100%	96.6% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation

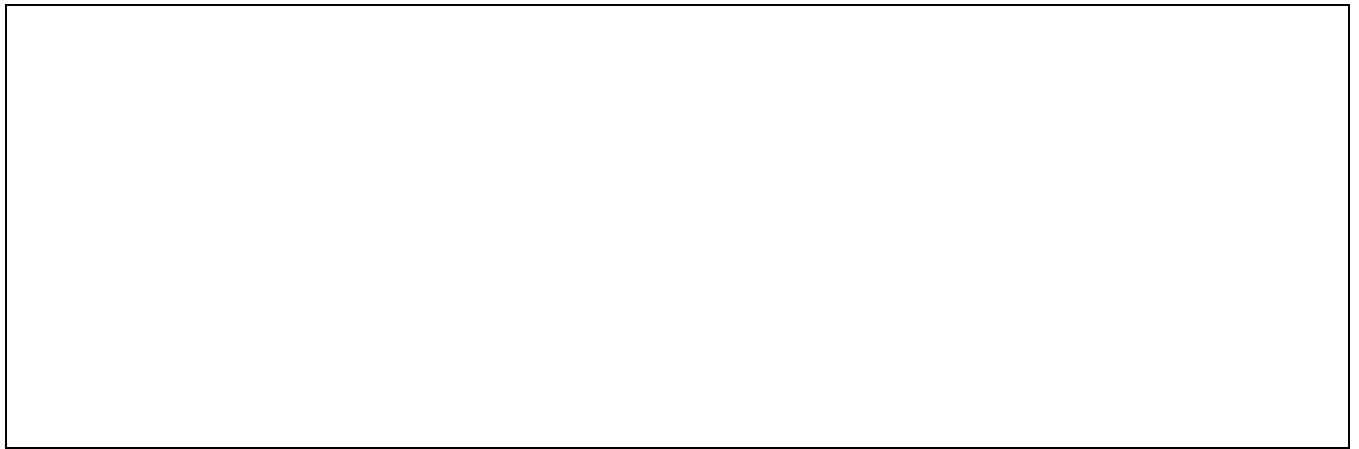
		NU 105 CLO 2 – 100% NU 106A CLO 3 – 100% NU 108 CLO 1-4 – 100% NU 201 CLO 1,3,4,5 – 100% NU 202 CLO 2,3,5 – 100% NU 203 CLO 4,5 – 92.5% NU 204 CLO 1,2,3,5 – 92.5% NU 205 CLO 1,3 – 75% NU 206 CLO 3,4 – 100%	will continue to be based on course assessment results and data.
	PLO 2	NU 102 CLO 1,3 – 100% NU 103 CLO 1-3 100% NU 104 CLO 1,3,4 – 100% NU 105 CLO 1-3 – 100% NU 106A CLO 1,2 – 100% NU 106B CLO 3-5 – 100% NU 108 CLO 2,4,5 – 100% NU 201 CLO 1,3,4,5 -100% NU 202 CLO 2,5 – 100% NU 203 CLO 1,2,4 – 97.3% NU 204 CLO 1,3,4,5 – 90% NU 205 CLO 4 – 90% NU 206 CLO 1-6 – 92% NU 207 CLO 1-6 – 100%	98% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.
	PLO 3	NU 102 CLO 4 – 100% NU 103 CLO 1-3 – 100% NU 104 CLO 2,3 – 100%	98.94% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation

		<p>NU 105 CLO 3,4 – 100%</p> <p>NU 106B CLO 1,2 100%</p> <p>NU 108 CLO 4,5 – 100%</p> <p>NU 201 CLO 1,3,4,5 – 100%</p> <p>NU 202 CLO 3,5 – 100%</p> <p>NU 203 CLO 1,2,4 – 97.3%</p> <p>NU 204 CLO 1,3,4,5 – 90%</p> <p>NU 205 CLO 3 – 100%</p> <p>NU 206 CLO 5 – 100%</p>	<p>will continue to be based on course assessment results and data.</p>
	PLO 4	<p>NU 102 CLO 2 – 100%</p> <p>NU 103 CLO 2,3 – 100%</p> <p>NU 104 CLO 3 – 100%</p> <p>NU 105 CLO 2 – 100%</p> <p>NU 106B CLO 3,4 – 100%</p> <p>NU 108 CLO 5 – 100%</p> <p>NU 202 CLO 3,4 – 100%</p> <p>NU 203 CLO 4 – 100%</p> <p>NU 205 CLO 2 – 100%</p> <p>NU 206 CLO 3,4,5 – 100%</p> <p>NUN207 CLO 5,6 - 100%</p>	<p>100% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.</p>
	PLO 5	<p>NU 102 CLO 3,4 – 100%</p> <p>NU 103 CLO 2,3 – 100%</p> <p>NU 104 CLO 1-4 – 100%</p> <p>NU 105 CLO 1-3 – 100%</p> <p>NU 106A CLO 1 – 100%</p> <p>NU 106B CLO2 1,2 – 100%</p>	<p>98% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.</p>

		NU 108 CLO 2-5 – 100% NU 201 CLO 1-5 – 100% NU 202 CLO 1-5 – 100% NU 203 CLO 1-5 – 90.8% NU 204 CLO 1-5 – 92% NU 205 CLO 1,4,5 – 82.5% NU 206 CLO 5 - 100%	
	PLO 6	NU 102 CLO 1-4 – 100% NU 103 CLO 1-3 – 100% NU 104 CLO 1-4 – 100% NU 105 CLO 1-3 – 100% NU 106A CLO 1-4 – 100% NU 106B CLO 1-5 – 100% NU 108 CLO 1-5 – 100% NU 201 CLO 1-5 – 100% NU 202 CLO 1-5 – 100% NU 203 CLO 1-5 – 90.8% NU 204 CLO 1-5 – 92% NU 205 CLO 1-5 – 86% NU 206 CLO 1-6 – 92% NU 207 CLO 1-6 - 100%	97.2% of students assessed performed at the proficiency level. The expected outcome of 70% was met. NU program will continue to offer program courses as they are, continue to assess the program courses, and will make any changes when need arise. Changes and implementation will continue to be based on course assessment results and data.

Provide Summary of Program Learning Outcomes Assessments and analysis results in the box below. Summary should include analysis of this cycle with previous cycles; how assessment results have led to major decisions made to support the improvement of program’s student learning and student achievement.

Comparing the results of the Program Learning Outcomes Assessments of cycle to the last cycle there is no significant difference and therefore NU program will continue to assess the program learning outcomes and revise as necessary. All above remained above 80%.



VI. Evaluation of Previous Program Review Action Plan(s)

Indicate the status of the previous program review action plans below. (Include all previous action plans.) Indicate the cycle and years of the previous program review.

Cycle: 4 th Cycle		Years: Fa 2015 to Su 2018
Action Plan Activity/Objectives	Status Complete/Ongoing/Incomplete	Updates of Action Plan/s (Report action plan individually.)
Hire new/additional instructor(s) for the program	Incomplete	There is an ongoing effort to hire an additional instructor. HR, Academic Dean, and the College President are aware
Utilization of MOH nurses as preceptors for NU students during their clinical rotation	Ongoing	MOH nurses continue to precept nursing students during their clinical rotation as needed.
Designation of a separate/bigger space for nursing lab equipment and for NU students to practice their skills	Incomplete and ongoing	Although some of the nursing lab equipment such as SIM manikin have been relocated to the NU Office which provide a little bit more space there is still some restrictions as to when and how much time they can have to practice their skill since the manikins are stored in the Nursing Office.

Provide Summary of the Evaluation of Previous Program Review Action Plans and analysis results in the box below. Summary should include what measurable outcomes were achieved due to the actions completed; were the completed action plans led to improvement of student learning and student achievement; and provide detailed explanation of action plans that are ongoing and plans that are incomplete.

All three Action Plans for the last cycle are still incomplete and there is a continued effort to hire an additional and New Instructor(s) for the program and also to find a separate room/space for students to use when they practice their skills. Nurses at MOH are still being utilized as preceptors for the students during their clinical rotation. Nursing office now housed the SIM manikins and students can practice the space when practicing their skills.

VII. Action Plans

Based on this program review results, describe the program action plan for the next three (3) academic years. Include necessary resources.

Action Plan Activity/Objectives	How will this action plan improve student learning outcomes? (CLO, PLO, ILO)	Needed Resources (if any)	Timeline
Hire Two full-time instructors/faculties for the program	Two nursing instructors/faculties will add diversity and new expertise to students learning and also allow the program chair to have more time to focus on how to improve the program	Support from Dean of Academic Affairs, HR, the College President	NOW/Immediately
Designate/find a bigger space/classroom to be utilized as the lab for nursing students to go and practice their skills with some privacy.	A bigger space will enable students to practice/improve their nursing skills using SIM manikins.	Support from Dean of Academic Affairs & the College President	NOW/Immediately
Have all the revisions and modifications to the program courses and CLOs approved by CPC.	Modifications/revisions to the program will provide students with current and necessary knowledge and skills that they need for today nursing career.	CPC	Fall 2022

Provide Summary of Action Plans in the box below. Summary should include program major strengths; program needs and any recommendations for improvements based on assessment results, data and/or other college major plans. The summary needs to indicate overall program needs that may require financial support from the institution.

<p>Program needs: There is a strong need to hire TWO instructors/faculties for the program. Having two instructors/faculties for the program will add diversity to the students' learning and will also provide the students someone available on campus to answer their questions or address their concerns or issues. By having two faculties for the program the need to hire or use adjunct faculties can be eliminated which can be a lot more costly than having two full-time faculties.</p>
<p>Summary of Action Plans</p> <ul style="list-style-type: none"> ✚ Hire Two instructors/faculties for the Program before Fall 2022 ✚ Have a bigger and private NU Program lab on campus ✚ Have all the necessary supplies and equipment for the nursing lab available on campus ✚ Buy New OR Additional SIM manikins for students to use to practice their nursing skills

- Summary of Program Major Strengths:
- ✚ Few entrance requirements
 - ✚ It offers both AAS & AS Degrees
 - ✚ It is a career ladder so; students can exit after completing the requirements for AAS Degree and work as Licensed Practical Nurse (LPN). Later, if they want to get their AS Degree and work as Registered Nurse (RN) they can return and pick up where they left off and continue to get their AS Degree.
 - ✚ It offers a cohort program for in-service nurses.
 - ✚ It is the only Nursing Program in the Republic of Palau.
 - ✚ The program staff has a strong partnership with the Ministry of Health and its staff and also with Ministry of Education – High School Health Science Academy.
 - ✚ Program courses are offered after work hours for those who have day jobs.
 - ✚ There Financial Aids and Scholarships are offered for eligible students.

VIII. Resource Requests

Itemize resource request below to include resource requests that will support action plans and are data-driven (e.g. program enrollment, course needs, student needs). This section should provide a clear representation of the program’s annual budget request.

Type of Resource	Detailed Description	Estimated Amount Requested	Justification
Personnel	Two faculties/instructors for the program	TWO Full-Time	Scope of work: Teach, (theory-classroom & practicum-lab); Assess courses that they teach every semesters when offered, have meeting with MHHS staff/nurses to regarding students’ progress and make arrangements and schedules for clinical hours in the hospital and public health clinics, contribute to the necessary changes or modifications to the program courses, etc.
Facilities	Additional/another classroom to be used as a lab for the program	A room big enough for two hospital beds and can accommodate at least 10 students at a time.	This classroom/lab will be utilized as the lab for the program where students can go and practice their skills in private. All the practicum exercises will be conducted here and all the nursing lab supplies and equipment will also be stored here.
Equipment			
Supplies			
Software			
Training			

Other			
Total			

Provide Summary of Resource Request in the box below. Summary should connect the resources requested to course, program and institutional learning outcomes assessment results and/or any other college major plans.

Personnel: Two new faculties/instructors to assist in both classroom and the lab, and one of them to perform the duties of the NU Program Chair. This would add diversity to students learning and also enhance students learning outcome. The duties of the Program Chair will be improved and done in timely manner.

Facility: A bigger and private nursing lab on campus to store nursing supplies and equipment such as SIM manikins, beds, and also for students to go and practice their nursing skills and enhance their learning

