

Improving NCLEX Readiness

Lessons Learned from a Multifaceted Approach to Improve NCLEX Readiness
Using Plan Do Study Act (PDSA)



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Background

- York College of Pennsylvania
- Small-Medium sized liberal arts college
- Medium sized pre-licensure BSN program
 - Graduate two cohorts each year (May and December)
- Pass rates dropped in 2013 to 81.82%



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“Stop the bleed!!!”

- Immediate response- bring 3rd party NCLEX prep company
- Require students to remediate; one minute per missed question, on Focused Review and Integrated Exam missed questions
- Implement end of program one on one remediation for students who did not meet standardized exam benchmark.



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Plan-Do-Study-Act: Planning

- Data analysis of our students who fail NCLEX
 - Failed sciences
 - Failed Nursing courses
 - Borderline pass of Nursing courses
- Re-examined our progression criteria
- Began examining standardized exam results after integrating Kaplan



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Plan-Do-Study-Act: DO

- Increase exam average requirement
- Increase science GPA
- Increase overall GPA
- Remediation requirements in every course



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Plan-Do-Study-Act: Study

Two years later

- No significant difference in Diagnostic Scores
- No significant difference in Secure Predictor Scores



Plan-Do-Study-Act: ACT

- Increase faculty engagement with NCLEX Readiness
- Offer Strategies course
- Create and implement standardized format for remediation in all courses
- Require weighted percentage grade for Integrated Tests into course grade
- Revision to Capstone course with integration of more NCLEX prep work
- Revision to Curriculum



In it for the long haul

- Focus is now on continuous improvement of NCLEX Preparation Program
- Promoting faculty and student buy-in
- Helping faculty interpret data of standardized exam results & make changes



Program Summary

- Early identification of at-risk students
- Same remediation technique each semester
- Same grading scale and course percentage on standardized exams
- Personalized focus in weak areas during senior year
- Full-semester NCLEX prep in final semester
- 1:1 NCLEX coaching for students who do not demonstrate NCLEX readiness at graduation



Individualized Coaching

- 1:1 coaching began in 2013 with a gradual evolution
- Data now shows that our students who go on to fail NCLEX are likely those who did not participate in 1:1 coaching



Lessons Learned From Coaching

Student characteristics

- Used passive study methods
- Did not remediate with intention
- Were not familiar with Nugget Method

Action

- NCLEX Readiness Lecture
- Nugget Method required
- Remediation Binder
- Faculty Development



Helpful strategies

- Positive messaging to students
- Consistent messaging from beginning to end of program
- Faculty development
- Continuous Improvement
- Designated leadership of the NCLEX Preparation Program

