

RN-to-BSN End-of-Program Student Learning Outcomes

Expected Levels of Achievement (ELA) and 2025 Outcomes

EPSLO	Expected Level of Achievement (ELA)	2025 Outcome	Status
EPSLO 1 – Leadership Demonstrate a leadership role on multidisciplinary teams within a healthcare organization.	85% of students will achieve 80% or higher on leadership-focused Capstone Projects and 90% participation in leadership discussions.	Capstone: 100% (15/15) achieved ≥80%. Leadership discussion: 95% (19/20) participated.	Met
EPSLO 2 – Research & Evidence-Based Practice Apply professional nursing practice using research and evidence-based practice.	85% of students will achieve 80% or higher on evidence-based practice projects and 90% participation in related discussions.	Research project: 100% (18/18) achieved ≥80%. EBP discussion: 100% (16/16) participated.	Met
EPSLO 3 – Research, EBP & Prioritization Integrate methods of research, evidence-based practice, and knowledge to prioritize patient care.	85% of students will achieve 80% or higher on assessment and patient-care-focused projects and 90% participation in diagnostic discussions.	Written assignment: 85.7% (18/21) achieved ≥80%; case management plan: 94.1% (16/17) achieved ≥80%; discussion: 100% (21/21) participated.	Met
EPSLO 4 – Design of Care Design care for individuals, groups, and communities.	85% of students will achieve 80% or higher on care-design projects and 90% participation in care-design discussions.	Community health plan: 100% (18/18) achieved ≥80%; health assessment: 100% (16/16) achieved 80%; discussions: 100% participation.	Met
EPSLO 5 – Health Promotion & Education Incorporate methods of health promotion and education in	85% of students will achieve 80% or higher on Capstone projects and 90% participation in health-promotion discussions.	Capstone: 100% (15/15)	Met

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nursing care of individuals, families, and groups with simple to complex healthcare needs.		achieved ≥80%; community health project: 100% (18/18) achieved ≥80%; discussion: 100% (18/18) participated.	
EPSLO 6 – Professional Accountability Demonstrate accountability and responsibility for professional judgment and actions by using professional values and role behaviors.	85% of students will achieve 80% or higher on projects demonstrating accountability, professional values, and role behaviors and 90% participation in ethical discussions.	Assignments: 91.7% (22/24) and 87.5% (21/24) achieved 80%; ethical discussion: 94.1% (16/17) participated.	Met
EPSLO 7 – Contemporary Health & Illness Analyze and assess the problems of contemporary health and illness.	85% of students will achieve 80% or higher on projects addressing contemporary health issues and 90% participation in related discussions.	Contemporary health assignment: 91.7% (22/24) achieved ≥80%; health disparities discussion: 95.7% (22/23) participated.	Met

Program Outcomes

Program Outcome	Expected Level of Achievement (ELA)	2025 Outcome	Status
On-time Program Completion Rate	60% of students will complete the program on time (17 months).	62.5% (15/24) completed the program on time.	Met
Job Placement Rate	70% of graduates will achieve a higher-level position or advanced responsibilities within six months of graduation.	80% (12/15) achieved a higher-level position or advanced responsibilities within six months.	Met

Source: Cochise College RN-to-BSN Systematic Plan of Evaluation, 2025.