

Written Communication Outcomes 1.1A.1, 1.1A.2; and Critical Thinking Outcome 1.5.3

Objectives: Students will effectively develop, express, and exchange ideas in the English language, . . . in writing . . . , with clarity and coherence. Students will recognize, analyze, criticize, evaluate, and formulate arguments in ways characterized by intellectual courage and reflective self-criticism.

Objectives for BSN program students to met in course NURS 431L with the Healthcare Organizational Change Project paper (see rubric for details)

By graduation students will:	Not Proficient 1 Point	Developing Proficiency 2 Points	Proficient 3 Points	Exceeding Proficiency 4 Points
<p>1. Write a <i>persuasive essay</i> that includes the following: a clear and debatable thesis, fully developed and supported ideas, clear organizational structure, effective consideration of opposing arguments, use of credible sources, appropriate documentation of sources, consideration of a target audience, and conventional grammar and mechanics.</p> <p>(healthcare organizational change project paper: sections 1, 2 of assignment rubric)</p>	<p>Provides poor summary of a problem in healthcare. Supporting evidence missing. Many APA errors.</p>	<p>Provides fair summary of a problem in healthcare with minimal supporting evidence. Issues related to the problem identified but lacks development. Many APA errors.</p>	<p>Provides adequate summary of a problem in healthcare with supporting evidence. Issues related to the problem adequately developed with contrary views or potential change issues explained. Few APA errors.</p>	<p>Provides detailed summary of a problem in healthcare with supporting evidence. Issues related to the problem fully developed with contrary views or potential change issues explained. Correct APA format throughout paper including title page, abstract, and references.</p>
<p>2. Produce a <i>discipline-specific document</i> judged proficient according to a [this] department-approved rubric in the student’s major.</p> <p>(healthcare organizational change project paper: sections 3, 4, 5, 7 of assignment rubric)</p>	<p>Identified healthcare problem poorly articulated and synthesized with supporting quality research. Quality improvement change process identified but not related to project. Leadership theory identified but not related to project. Timeline/plan for change provided but lacks details.</p>	<p>Identified healthcare problem vaguely articulated and synthesized with minimal supporting quality research. Quality improvement change process identified but lacks detail as related to identified problem. Leadership theory vaguely incorporated into change process. Vague timeline/plan for change provided.</p>	<p>Identified healthcare problem adequately articulated and synthesized with supporting quality research. Quality improvement change process provided with developing detail as related to identified problem. Leadership theory adequately incorporated into change process. Adequate timeline/plan for change provided.</p>	<p>Identified healthcare problem clearly articulated and synthesized with supporting quality research. Quality improvement change process provided with great detail as related to identified problem. Leadership theory clearly incorporated into change process. Detailed timeline/plan for change provided.</p>

<p>3. Produce a written document on a difficult question involving the disciplinary content of the student's major that subjects the student's reasoning to <i>sustained, intelligent criticism</i> according to the standards of that discipline.</p> <p>(healthcare organizational change project paper: section 6 of assignment rubric)</p>	<p>Debatable healthcare issue and plan for change poorly summarized. Plan lacks rationale for sustainability or anticipated challenges. Student exhibits poor critical thinking with change plan and anticipated challenges.</p>	<p>Debatable healthcare issue and plan for change vaguely summarized with fair plans for sustainability adequately supported by resources. Student exhibits fair critical thinking with change plan and anticipated challenges.</p>	<p>Debatable healthcare issue and plan for change adequately summarized with adequate plans for sustainability fully supported by resources. Student exhibits adequate critical thinking with rationalized change plan and anticipated challenges.</p>	<p>Debatable healthcare issue and plan for change clearly summarized with detailed plans for sustainability fully supported by resources. Student exhibits deep critical thinking with solid rationale change plan and anticipated challenges.</p>
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1. Persuasive essay: healthcare organizational change project paper: sections 1, 2 of assignment rubric
2. Discipline specific document: healthcare organizational change project paper: sections 3, 4, 5, 7 of assignment rubric
3. Sustained, intelligent criticism: healthcare organizational change project paper: section 6 of assignment rubric