

Nursing Program Readiness Self-Assessment

15 Questions Every Nursing Program Leader Should Be Able to Answer

Purpose: This brief leadership tool is designed to prompt reflection on whether program expectations, day-to-day practice, faculty understanding, evidence, and outcomes are aligned. It is not an accreditation checklist and does not replace a comprehensive independent review.

For each question, select: YES - consistently demonstrated | PARTIAL - inconsistent/unclear | NO - not demonstrated | UNSURE - needs verification

1. Policy & Practice Alignment	Can leadership demonstrate that current program policies match how faculty and staff actually implement them?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
2. Faculty Consistency	Would different faculty members give substantially the same answer when asked how critical program processes are supposed to work?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
3. Evidence Readiness	Can the program readily produce current evidence showing that important policies, decisions, evaluations, and improvement activities are actually implemented?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
4. Program Coordination	Are responsibilities, communication pathways, deadlines, and ownership of recurring program functions clearly assigned and consistently followed?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
5. Curriculum Alignment	Can the program demonstrate intentional alignment among program outcomes, course outcomes, instructional activities, and student evaluation?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
6. Assessment Quality	Are assessment methods appropriate to the stated outcomes, consistently implemented, and reviewed using meaningful data?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
7. Systematic Program Evaluation	Does the program have an active evaluation process with defined measures, responsible parties, timelines, analysis, decisions, and documented follow-through?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
8. Clinical Education	Are clinical onboarding, faculty expectations, student requirements, affiliate processes, evaluation practices, and documentation consistently managed across sites?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
9. Laboratory & Skills Evaluation	Are skill expectations, critical/automatic-failure elements, scoring methods, remediation, retesting, and documentation clear to both students and evaluators?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
10. Student Progression & Remediation	Can the program demonstrate that progression, failure, remediation, retesting, attendance, and related academic policies are applied consistently and documented appropriately?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE

11. Faculty Onboarding & Development	Does the program have a reliable process to orient faculty and instructional assistants to program expectations, policies, evaluation methods, and documentation responsibilities?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
12. Meeting & Decision Documentation	Can leadership trace significant program decisions from discussion through approval, implementation, evaluation, and follow-up?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
13. Regulatory & Accreditation Awareness	Does leadership maintain a current process for identifying applicable external requirements and translating them into program responsibilities and evidence?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
14. Outcome Response	When an outcome falls below expectation, can the program demonstrate timely analysis, an action plan, implementation, and evaluation of whether the response worked?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE
15. Outside-Reviewer Test	If an independent reviewer arrived tomorrow, would the program's policies, faculty explanations, observed practices, records, and outcomes tell the same story?
Response:	☐ YES ☐ PARTIAL ☐ NO ☐ UNSURE

How to interpret your responses

This is intentionally not a pass/fail score. Patterns matter more than totals. Multiple PARTIAL, NO, or UNSURE responses in the same area may indicate a need for closer internal review. A YES should mean the program can demonstrate the answer with consistent practice and credible evidence - not simply that a policy or document exists.

Want an independent perspective?

NPEG offers confidential discovery consultations and structured nursing-program reviews focused on readiness, alignment, and practical improvement.

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