

# PLANNING/OUTCOMES DOCUMENT

## 2007-2008

<b>Name of person(s) completing this form:</b>	Ellen Heim Barbara Connell	<b>Curriculum/Department:</b>	ADN Nursing
<b>Purpose/Mission Statement</b>		<b>Vision Statement, 3-5 years</b>	
As a member of the Region A Nursing Consortium (RANC), our nursing program's goal is to prepare graduate nurses who are capable of functioning at the beginning level of entry into practice. At this level graduates are able to provide competent and safe nursing care, function as integral members of the health care team, and are able to further advance in the practice of nursing. Another aim of the program is to make maximal use of the available resources of the three community colleges serving the seven western counties of North Carolina in meeting nursing needs of the area.		The program will continue to recruit and retain students with strong academic standings, excellent critical thinking skills, and sound personal integrity. The nursing faculty will maintain a highly professional, competent example, and provide quality education through the use of up-to-date equipment and educational materials. Graduates will successfully pass the NCLEX-RN and be employed and recognized in the community for their competent care.	
<b>Departmental Strengths</b>		<b>Departmental Weaknesses</b>	
The full time nursing faculty members have determined to work collaboratively to make the nursing programs successful at SCC. All faculty are at least B.S.N. nurses with further advancement of their clinical and academic knowledge in academia or specialization certifications; several other faculty members have their MSN. New part-time faculty members bring a wide array of expertise and skills into the classroom and clinical settings.		The faculty at SCC is still fairly new at teaching; the least experienced educator has a year's teaching experience and the most experienced educator has worked in education for four years. The need for additional part-time adjunct faculty continues in order to complete the necessary instructor to student ratios for the required course work, thus yielding some instability in the nursing faculty staffing patterns. The adjunct faculty members are new to teaching as well as unfamiliar with the RANC program and its policies and will require orientation and guidance throughout the semesters. In addition to new faculty here at SCC, a change in the RANC administration has occurred. While change can produce improvements, there is also a period of adjustment that must occur. Clear and consistent communication with the new program director is vital in order for the program to run effectively and efficiently.	
<b>Departmental Opportunities</b>		<b>Departmental Threats</b>	
The nursing faculty at SCC are able to utilize the expertise of other faculty to enhance learning with in the classroom and laboratory experiences. Nursing continues to be a career field that demand more well educated graduate nurses.		The limited number of educationally qualified registered nurses to deliver nursing education in Western North Carolina could effect the ability of SCC to provide staffing for the ADN curriculum as regulated by the Board of Nursing in North Carolina	
<b>College Goals</b>	<b>2006-2007 Department Outcomes/Goals</b>	<b>Success Criteria</b> (e.g. outcomes, enrollment increases)	<b>Plan of Action</b> (including resources needed)

1.	Graduates of the Associate Degree Nursing (ADN) curriculum will be employed in the field of nursing.	Ninety percent (90%) of the graduates of the ADN curriculum will have reported employment in the field of nursing within three months of being licensed as a Registered Nurse (RN) or continued nursing education. Fifty percent will be employed in the western North Carolina region.	Graduates of the ADN curriculum will be surveyed by the Institutional Research & Planning Department of SCC within three months of graduation
2.	Graduates of the ADN curriculum will be prepared to successfully pass the NCLX licensure examination .	At least eighty five percent (85%) of the ADN graduates will have passed the NCLEX-RN examination on the first writing.	Pass/fail scores will be verified through the North Carolina Board of Nursing. (National pass rate for ADN <u>programs</u> is 87.95%)
3.	Area employers of graduates of the ADN curriculum will be satisfied with the performance of entry level skills by said graduates.	Ninety percent (90%) of the employer respondents to an employer survey conducted each year will have indicated that they are satisfied with the graduates of the ADN curriculum.	An employer survey will be conducted yearly through the Institutional Research & Planning Department of SCC and evaluated by nursing faculty.
4.	Employers of the graduates of the ADN curriculum in the three county service area will continue to employ graduates of the ADN curriculum.	Ninety percent (90%) of the employer respondents to an employer survey conducted each year will have indicate that they will continue to employ graduates of the ADN curriculum.	An employer survey will be conducted yearly through the Institutional Research & Planning Department of SCC and evaluated by nursing faculty.
5.	Provide opportunities for first year nursing students to observe professional nursing at work.	One Hundred percent (100%) of first year nursing students will have attended at least one professional meeting, workshop, or event.	Students will attend at least one professional meeting, workshop, or event by the end of their NUR 115 Fundamentals semester in their 1 <sup>st</sup> academic year of the nursing program.

6.	Assist students to be successful in test taking throughout the ADN curriculum.	<p>One hundred percent (100%) of first year students will attend workshops or participate in programs or activities that enhance students' abilities in general test-taking.</p> <p>One Hundred percent (100%) of students who continue to be unsuccessful after the first month of classes will be officially referred by faculty to the Student Support Services or Learning Assistance Center (LAC) resources for additional help.</p>	<p>Within the first month of each semester, faculty will provide information about Smart Thinking , peer tutoring, and academic support groups provided by the LAC &amp; post the information on the SCC Nursing Website.</p> <p>Links to websites dealing with test-taking skills will be posted on Blackboard courses &amp; the SCC Nursing website.</p> <p>Opportunities for first year students to experience NCLEX-style test questions will be provided by faculty throughout the semester.</p> <p>Faculty will provide one-on-one study skills and test-taking skills counseling for any student with test scores less than 78% in any nursing course.</p> <p>Student Support Service referral forms will be initiated for students who have two or more consecutive test scores less than 78% in any nursing course.</p> <p>Research grant proposal to fund test taking success tools such as peer counseling, tutoring,, NCLEX programs, &amp; other initiatives to support students with learning.</p>
7.	All new faculty will orient to the ADN program and curriculum and to all Policies and Procedures of SCC and RANC.	New faculty will state 100% satisfaction and comfort with orientation by the end of each applicable semester or academic year.	New faculty will be assigned a mentor within the faculty of SCC, and will be supported in growth by the nursing faculty in relation to orientation to the ADN program, curriculum, clinical sites, policies and procedures of SCC and RANC.
8.	Classroom and laboratory equipment will continue to reflect current healthcare and educational standards.	All supplies and teaching/learning equipment will be replaced as necessary to support current nursing education/practice.	<p>Continue to upgrade and purchase up-to-date multimedia teaching tools to enhance lectures and labs.</p> <p>Pending approval of monies to purchase of PDA's and programs for faculty as a teaching assistive device. Consider practicality of student use if found to be beneficial.</p> <p>Maintain organized laboratory storage to provide access for faculty to easily locate and utilize supplies and monitor reordering needs.</p> <p>Web-enhance all RANC Nursing courses taught at SCC and update computer software for student use in the classroom or via Blackboard.</p>

9.	Students will express satisfaction with the educational quality of the ADN curriculum.	Ninety percent (90%) of students will express satisfaction with the instructional quality of the ADN curriculum in the first year of the program.	Mid-semester and end-of-semester evaluation tools will utilize a question about overall satisfaction with the education students are receiving in the ADN curriculum.  Faculty will encourage students to give honest evaluations and constructive criticism during the semester evaluations.
10.	Faculty and students will improve and utilize communication resources with the RANC administrative division.	Faculty and students will express 80-100% satisfaction with communication by the end of the academic year.	Establish an SCC Nursing website to relay standard information and new information that is accessible to all RANC students and faculty. Post policy and procedures manual, booklists, and other program information online for ease of access by students. Utilize RANC blogsite for consortium information, needs, and updates. One faculty member will attend all RANC faculty meetings and return information to all faculty not present within the week following the meeting. SCC faculty will meet at least every two months with the new program director as an individual group of the consortium to voice concerns, discuss issues, provide a clear voice, and aid in decision-making.

<p align="center"><b>Criteria Results</b></p> <p align="center"><b>Be sure to utilize most current data available</b></p>	<p align="center"><b>End of Year Analysis</b></p> <p align="center">(Goals achieved, impact of equipment purchased, improvements to program or service, contingencies, etc.). Describe how you used the results to improve your program/department.</p>
<p>Annual Program Review Classroom Evaluation Forms Student Files</p>	<p>RANC's pass rate for 1<sup>st</sup> attempt of the RN-NCLEX was 77% and did not meet the national standard, therefore our faculty formulated a plan to help increase future pass rates. The alternate schedule was discontinued, and the enrollment for the day program increased to 26 students to allow more full-time faculty to teach and manage one consistent schedule and ensure continuity throughout the program. An NCLEX Review course is now offered in the last semester of the program. Faculty changes have been made when found to be weak instructors. All RANC faculty attended a mandatory test-writing seminar to ensure more application and concepts to testing materials throughout the program. The Board of Nursing visited to make suggestions as to ways of improving the management of the program. Although first time pass rate was low, for most graduates, subsequent NCLEX retesting was successful.</p>

College Goals	2007-2008 Department Outcomes/Goals	Success Criteria (e.g. outcomes, enrollment increases)	Plan of Action (including resources needed)
1.		<p>According to our Annual Review Report, 77.8% of the 2007 graduates respondents are employed as registered nurses in western NC.</p> <p>22.2% (2 students) have not passed NCLEX yet with 1 respondent citing financial reasons and 1 respondent currently in the process of preparing to take the RN-NCLEX.</p>	<p>Goal partially met. Although those who have taken and passed NCLEX as employed primarily in western NC, two students had personal or financial reasons for delaying NCLEX. The SCC faculty spoke to this at our Advisory Meeting in hopes of getting financial some type of support or assistance from employers and met with a positive response. Will con't to work with our students and community to secure employment as well as success with testing.</p>
2.		<p>Only 70% of the graduates passed RN-NCLEX on their 1<sup>st</sup> attempt.</p> <p>Pass rate not up to national standard (87%) for this group of graduates</p>	<p>Goal unmet: Since this time, an NCLEX review opportunity has been established for each student in the last semester of the program. RANC eliminated the alternate schedule since pass rates for this group of students overall were significantly less than for the day schedule. It was felt that the alternate group perhaps had less focus on coursework and some schools used part-time instructors exclusively for this group of students. RANC Faculty attended test-writing workshop to ensure NCLEX style questions on course tests.</p> <p>One-on-one study skills conferences for 1<sup>st</sup> year students con't and 2<sup>nd</sup> year students encouraged to request meeting to review tests with 2<sup>nd</sup> year faculty as well.</p> <p>Will con't to monitor graduates' success annually.</p> <p>Goal revision: to meet nat'l standard (87%) for pass rate for 2008 graduates. (Current pass rate to date=100%)</p>
3 & 4		<p>100% of the employer respondents to an employer survey conducted each year indicated that they are satisfied (25%) or very satisfied (75%) with the graduates of the ADN curriculum.</p> <p>100% of the employer respondents indicated that they will continue to employ graduates of the ADN curriculum.</p>	<p>Goals met</p>
5		<p>One Hundred percent (100%) of first year nursing students attended at least one professional meeting, workshop, or event. Activities included the Health Fair and the SCC Disaster- Critical Incident Drills and learned to work professionally in an interdisciplinary setting.</p>	<p>Goal met</p>

6.		<p>100% of first year students attended in-class workshops or participate in programs or activities that enhance students' abilities in general test-taking. LAC referrals con't. Test-writing workshop for RANC faculty attended by B. Connell and E. Heim to assist in writing NCLEX-styled questions. One-on-one study skills conferences con't for those students who scored &lt; 78% on exams. Tutoring &amp; study groups set up through the Student Support Services. Formal NCLEX Review for 2<sup>nd</sup> yr students given in final semester with overall good attendance.</p>	
7.		<p>One part-time new faculty stated satisfaction and comfort with orientation the end of each applicable semester or academic year.</p>	<p>Goal met.</p>
8.		<p>Supplies and teaching/learning equipment were replaced as needed throughout the semester. Incorporation of individual student skill DVD and multimedia access in the student's text bundle saved money for the student as well as increased access to information. Although the PDA request was not granted, this has not had a negative impact on the quality of education. Reorganization of the storeroom made for more efficient stock assessment and supply for lab/classroom learning. Blackboard in use for 100% of NUR courses.</p>	<p>Goal met.</p>

9.		<p>End-of-semester evaluations were reviewed by the Dean and forwarded to each faculty member. Appropriate follow-up was made when necessary.</p> <p>Clinical site evaluations were compiled and sent to the facility managers as indicated as well as the RANC Program Director.</p> <p>According to the SCC Annual Report, 89% of students expressed satisfaction with the instructional quality of the ADN curriculum in the first year of the program. Although 100% were satisfied or very satisfied with the quality of instruction in the program area courses, one respondent wrote that “the main problem lies within the objectives-NCBON issues.”</p>	<p>Goal met for program courses.</p> <p>The NCBON has recently adopted a curriculum change across the state of NC scheduled to be implemented in the Fall of 2009. The new changes include a more “concept-based” way of presenting the material, which may prove to be beneficial.</p>
10.		<p>Overall, most users were satisfied with communication with RANC administration. Emails were answered promptly by the program director and most 2<sup>nd</sup> year faculty as well—there were less problems associated with miscommunication.</p> <p>The blogsite was used sporadically.</p> <p>The bimonthly meetings with the program director were not accomplished as a routine due to scheduling conflicts associated with the NCBON visit. Weekly communication via phone and email was established to voice concerns, discuss issues, and collaborate for the NCBON visit and pinning ceremonies. Each RANC faculty meeting was attended by at least one SCC faculty member.</p>	<p>Goal met.</p> <p>Suggestions for using the blogsite on a regular basis in order for the students to develop the habit of accessing it to receive updated information passed to other faculty members and the program director.</p> <p>Will con’t to seek methods of improving communication within the consortium.</p>

## Mid-point Review

### Progress Notes:

1. **Goal met:** Unofficially at least 90% of the graduates are employed in a nursing-related role within 3 months of graduation. Those graduates who were unsuccessful in passing NCLEX are still employed by their facilities. Awaiting Institutional Research & Planning Department of SCC survey results.
2. **Goal unmet** but improvement needed: According to Nov. 2007 RANC faculty meeting minutes: Current NCLEX pass rate approximately 66% pass rate. Recent changes include a new program director and two second year instructors replaced.
- 3 & 4. **Con't:** Awaiting Institutional Research & Planning Department of SCC survey results.
5. **Con't:** All Day schedule students have attended a professional event through NUR 115. Day students attended the SCC facilitated disaster drill on campus. Others did career shadowing. Will continue to monitor for end of year results.
6. **Goal Met:** An SCC and Region A Nursing website were created at the beginning of the Fall semester. Links for test taking were placed on the SCC nursing website and blackboard courses. Faculty reviews all tests with students as a class and individually to enhance test taking skills. LAC referrals were given to all students. We have utilized student support services. No new grants available at this time.
7. **Goal Met:** Orientation of new faculty for Fall 2007 complete. Faculty mentoring continuing. Full time faculty are available for part time instructors who seem hesitant to ask for assistance. E. Heim & B. Connell will both con't to mentor her until the end of the semester.
8. **Con't:** Projected budget was not approved, only vital supplies were purchased for the coming year. The classroom projector needed to be replaced and was taken out of the current years budget, but had not been budgeted for. DVD's were ordered however PDA's programs were not purchased. Grant proposal is pending as is the Professional Resource Development funding. Lab storage organization is also on-going. All 1<sup>st</sup> year RANC courses are web-enhanced with very enthusiastic student and faculty users, including part-time faculty. Blackboard was updated this fall to the current edition. Faculty are attending workshops related to informatics and introducing new material in the classroom.
9. **Con't:** Fall semester evaluations are completed, results pending. Awaiting Spring evaluation tool results.
10. **Goal met** SCC nursing website and RANC blogsite are both in use by faculty and students. Two SCC faculty have attended 100% of fall RANC meetings. Although plans for meeting solely with the RANC director every two months has not occurred. The director has only met once solely with SCC faculty. SCC faculty converse frequently with the director keeping her up to date on SCC concerns and issues.