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| jscc logo | | | **Goal Progress Report** | |
| **Program:** | **Nursing Education Program** | **Report period:** | | **2016-2017** | |

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| **Goals** | **Request & Justification/Resources** | **Goal Progress** | **Strategies Implemented & Follow-up** |
| 1. Attract, recruit, and retain quality full-time and part-time faculty, and support staff to meet the needs of the program. | Hire FT faculty to replace retiring faculty of the Evening program.  Replace all Temporary FT faculty with permanent faculty on SC.    Hire credentialed and experienced qualified PT faculty as needed. Maintain greater than 50% MSN prepared PT faculty to meet ACEN standards. | FT faculty (Sara Nasworthy) transferred to the Evening program effective Aug. 14, 2017.  Permanent FT faculty hired: Rebecca Willis for Evening Program Sept. 2016.  Amanda Cabaniss for Shelby Day Program - June 2016.  Search committee in the process of interviewing for a Permanent FT position in the Shelby Day program.  **Fall 2016**   |  |  |  |  | | --- | --- | --- | --- | | #PT | DNP | MSN | BSN | | 62 | 7/11% | 32/52% | 23/37% |   **Spring 2017**   |  |  |  |  | | --- | --- | --- | --- | | #PT | DNP | MSN | BSN | | 62 | 5/8% | 28/45% | 29/47% |   **Summer 2017**   |  |  |  |  | | --- | --- | --- | --- | | #PT | DNP | MSN | BSN | | 62 | 6/10% | 32/52% | 24/38% | | NEP search committees were organized during 2016-2017 and candidate recommendations were sent to the Interim President.  Faculty mentors were assigned to new faculty to assist with the orientation process and faculty role.  New faculty was not assigned a full faculty workload to provide adequate time for orientation.  Each new faculty received a revised copy of the Faculty Handbook.  Each semester FT and PT faculty are evaluated by students to ensure program needs are met.  Poorly evaluated PT faculty are removed from the PT pool.  PT faculty recommendations are received from FT and PT faculty.  Continue to maintain greater than 50% MSN prepared faculty per ACEN standards. |
| 1. Faculty and students have access to technology and resources sufficient to achieve course and program outcomes. | Purchase the following:  Whiteboards, projector, printer, and laptop for Jefferson campus,  Purchase equipment and supplies to equalize simulation and skills labs on all four campuses.  Conduct Graduating Nursing Student Survey | Portable whiteboards received for GLB 148, 134, and 165 – (**Approximate cost $1779.)**  Projector received for GLB 165  (**Approximate cost $1058.)**  Printer received for office use to produce transcripts, etc. - GLB 107  (**Approximate cost $603)**  Laptop received for use in GLB classrooms (**Approximate cost $1143**)  Equipment and supplies requisitioned through an ARC grant and WFD grant  (**Approximate cost ARC $121,292 and WFD $ 45,585)**  Each student completes the Graduating Student Survey in their final semester of the program.  Items # 6 and 7 identify resources within the nursing program. Four locations (JC, SC, PC, CC) were surveyed spring 2017. The number - % of respondents that felt “highly satisfied or satisfied” are as follows:  Jefferson: 10/13 (77%)  Shelby: 28/32 (88%)  Pell City: 07/07 (100%)  Clanton: 13/15 (87%) | The additional supplies and equipment was utilized during class time and laboratory experiences.  Some equipment and supplies have been ordered and received on the designated campus. The Sim labs on all four campuses are becoming more equalized.  Continue to monitor students and use this information when planning our budget. Students continue to express a need for more computer accessibility in the school of nursing. |
| 1. Physical facilities promote learning. | Replace furniture and flooring in the classroom on the Jefferson campus  Floor renovations in all faculty offices on 1st. floor of GLB nursing building  Provide improved multi-media lecterns.  Replace worn chalkboards/blackboards with white boards in all class rooms at Jefferson - GLB 134, 148, 162, 163, 165, 164, 208, and 256.  Purchase projector ceiling mounts for Jefferson 162, 163, 164, and 165.  Provide nursing computer labs for Jefferson and Shelby large enough to seat 60 | Received tables and chairs for classrooms on Jefferson campus – GLB 134. 148, 162, 163, 164, 165 (**Approximate cost $37,790)**  **Goal not met for flooring in 4 classrooms on Jefferson campus (GLB 162, 163, 164, and 165). Moved to 2017-19 Strategic Plan**  Proposal for faculty offices on Jefferson campus (GLB 117, 118, 121, 123. 125, 127, 152, 154, 156, 158. 160, and 161) flooring renovations approved and completed. (**Approximate cost $9,532**)  **This goal was not met. Moved to Strategic Plan 2017 -2019**  Some blackboards are being removed but have not been replaced with white boards.  GLB 162 – Need four (4) chalkboards removed and replaced with whiteboards  GLB 163 – Chalkboards (2) removed; needs to be replaced with whiteboards  GLB 164 – Chalkboards (2) removed; needs to be replaced with whiteboards  GLB 165 – Chalkboards removed; needs to be replaced with whiteboard  GLB 148 – Need one (1) portable whiteboard and two (2) large peg boards  GLB 134 – Remove Chalkboards (2) and replace with whiteboards; need one (1) portable whiteboard  GLB 140 – Remove Chalkboard replace with whiteboard    **This goal was not met. Moved to Strategic Plan of 2017 -2019**  **Ceiling projector mounts added to GLB 163 and 165 (Approximate cost $2115.44)**  **Unmet goal (GLB 162,163) moved to Strategic Plan 2017 -2019**  **Unmet goal – resources not available.** | Renovations are 75% complete. We were asked to move the completion of the flooring in the classrooms at Jefferson, the multi-lecterns for Jefferson and Shelby, and completion of replacing chalkboards with whiteboards on Jefferson to the **2017-19 Strategic Plan.** |
| 1. Faculty incorporates and develops new pedagogies that create and sustain dynamic learning environments. | Financial support for faculty to learn creative teaching techniques and evaluation methods to achieve program | Five (5) courses provided by Laerdal for faculty development purchased through Perkins funding **(Cost**  **$8,326.) Faculty has unlimited access x 1 year (expires 1/3/2018).**  During 2016, four faculty were awarded their DNP degrees. Three faculty are enrolled in a DNP program and one faculty member is enrolled in a PhD program. 14/28 faculty have doctorate degrees and 100% of nurse faculty engage in professional development.  **Conference titles include**:   * Human Patient Simulation Network Conference (3 faculty attended). * HSPN Sim Day * ARRTC Training Sessions – Center for Strategic Health Innovation (3 faculty attended) * Faculty presented at international conference (Westburg Symposium 2017) * 2016 NLN Education Summit (one faculty attended) * 2017 Leadership Academy * Medical-Surgical Nursing Exam Review * Alabama Council of Administration of Professional Nursing Education Programs (ACAPNEP) Spring 2017 (ADON and Campus Chairs attended) * Certified Nursing Educator Prep Course (two faculty attended) * Postsecondary New Teacher Institute Workshop (two faculty attended).   Each student completes the Graduating Student Survey in their final semester of the program. Item #21 states: “Your overall level of satisfaction with the quality of education received from the NEP. The number / % of “satisfied/highly satisfied” respondents were as follows:  **Fall 2016**  Jefferson: 15/15 (100%)  Shelby: 29/30 (97%)  Night/Weekend: 35/40 (88%)  **Spring 2017**:  Jefferson: 12/13 (92%)  Shelby: 26/29 (90%)  Clanton: 15/15 (100%)  Pell City: 7/7 (100%)  **Summer 2017**:  Jefferson: 18/18 (100%)  Shelby: 27/28 (96%) | Each FT faculty completed an Individual Action Plan (IAP) which had $500 available for professional development.  Additional funds ($3000) available from Voc Ed for faculty to attend “Human Patient Simulation Network Conference.  Over $8000 was available from Perkins funds for faculty development and faculty resources.  License renewal with ABON requires 24 Contact hours/2 years. All faculty renewed their license by December 2016 deadline.  Student surveys continue to indicate a high level of satisfaction with quality of education received from the NEP. |
| 1. Student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress. | Review SLOs each semester and revise as necessary based upon input from faculty, graduates, employers, and advisory committee members.  Funding for Annual Advisory committee meeting. **(Approximate cost $500)**  Funding for ACEN Self Study Visit. (**Approximate cost $2000)** | Each student completes the Graduating Student Survey in their final semester of the program. Items # 22 through #29 identify the 8 program learning outcomes (skills, communication, nursing process, foundational knowledge, critical thinking, teaching, technology, and professional behaviors). The number/% of respondents that felt prepared/well prepared are as follows:  **Fall 2016**  Jefferson: 15/15 (100%)  Shelby: 27/29 (93%)  N/W: 39/41 (95)  **Spring 2017**  Jefferson: 12/12 (100%)  Shelby: 31/32 (97%)  Pell City: 7/7 (100%)  Clanton: 13/15 (87%)  **Summer 2017**  Jefferson: 18/19 (95%)  Shelby: 26/27 (96%)  **T**  **This goal was met. (April 2017)**  **This goal was met. (October 2016)** | Student surveys continue to indicate a high level of confidence in achieving the student learning outcomes. However, a more realistic measure of competency will be NCLEX-RN results (pass rate 84.8%).  The Advisory Committee met in April 2017. Topics for discussion included having all clinical faculty go through annual competencies, having a point person on each campus for updates regarding the NEP, implementing “job shadowing for 2nd semester students in preparation for the 4th semester and assigning students to more Med.-Surg. preceptorships. All facility representatives reported being pleased with students from JSCC’s NEP.  The Annual Advisory Committee met April 21, 2017 from 12:30 pm to 1:30 pm in the Bistro on the Shelby campus. There were 7 hospital representatives present along with 15 faculty and staff and two pre-nursing advisors. Updates on the nursing program given. The committee informed that the new Concept-based curriculum would be implemented fall 2017. Updates were given of the 2-Step TB skin test.  The Self Study visit was from October 11-13, 2016. There were five ACEN visitors. The recommendation was continuing accreditation with conditions as the program is in non-compliance with Standard 6 Outcomes. **The NEP is scheduled for a Follow- Up Report/Visit in Spring 2019.**  The NEP implemented the New Concept-Based curriculum in Fall 2017. There was a decrease in the number of students admitted (total 202) to allow for an easier transition for students and faculty. There were new admission criteria implemented. The average ACT score was 22. |
| 1. Practice learning environment support the achievement of student learning outcomes and program outcomes. | Initiate affiliate contracts in surrounding areas of St. Clair, Chilton, Shelby and Jefferson Counties. | **Goals achieved**:  Processing contract with DCH.  New contract with Veterans Administration in Tuscaloosa  Affiliation contracts renewed as needed. | NEP will continue to assess and obtain clinical sites as needed to provide diverse opportunities for students. |
| 1. Achieve program outcomes:   Licensure pass rate  Program completion  Program satisfaction  Job placement | Evaluation findings are aggregated and trended by program option, location and date of completion; and are used to direct program decision-making for the maintenance and improvement of the student learning outcomes and the program outcomes. | **Goal Achieved:**  **Licensure pass Rate:**  **Oct. 2015 -Sept. 2016**  NCLEX report per ABON website  84.8% NEP pass rate  86.5% Alabama pass rate  84.3% National pass rate  **Program completion**:   |  |  |  |  | | --- | --- | --- | --- | | Fall 2016 | #  Adm. | # Completed | % | | JC | 35 | 11 | 31 | | SC | 52 | 20 | 38 | | NW |  |  |  | | Spring 2017 |  |  |  | | JC | 41 | 8 | 20 | | SC | 57 | 18 | 32 | | CC | 35 | 14 | 40 | | PC | 35 | 5 | 14 | | Summer 2017 |  |  |  | | JC | 39 | 7 | 18 | | SC | 64 | 17 | 27 |   **Program Satisfaction: 2016 – 2017**  Each student completes the Graduating Student Survey in their final semester of the program. Item # 21 states: “Your overall level of satisfaction with the quality of education received from the NEP”. The number /% of respondents that were satisfied/highly satisfied are as follows:  **Fall 2016:**  Jefferson: 15/15(100%)  Shelby: 29/30 (97%)  Night/Weekend: 35/40 (88%)  **Spring 2017:**  Jefferson: 12/13 (92%)  Shelby: 26/29 (90%)  Pell City: 7/7 (100%)  Clanton: 15/15 (100%)  **Summer 2017**:  Jefferson: 18/18 (100%)  Shelby: 27/28 (96%)  **Job Placement: 2016 -2017**   |  |  |  |  | | --- | --- | --- | --- | | **Fall 2016** | **#**  **Grads** | **# Employed** | **%** | | JC | 17 | 14 | 82.4 | | SC | 29 | 28 | 96 | | NW | 39 | 37 | 95 | | **Total** | **85** | **79** | **92.9** | | **Spring 2017** | **# Grads** | **# Employed** | **%** | | JC | 14 | 11 | 79 | | SC | 32 | 32 | 100 | | CC | 14 | 13 | 92.85 | | PC | 7 | 7 | 100 | | **Total** | **67** | **63** | **94.** | | **Summer 2017** | **# Grads** | **# Employed** | **%** | | JC | 19 | 18 | 94 | | SC | 29 | **25** | 86 | | **Total** | **48** | **43** | **89.5** | | **Course revisions:**  All course exams were revised and updated, progress rubrics in all courses updated, and clinical paperwork revised for more congruency.  Skill Blitz offered to validate skills, identify weaknesses, and allow PT and Ft faculty opportunity to see student’s skill level’  Continue with Kaplan NCLEX review for all nursing students.  Each Campus Chair is tracking each admitting cohort from admission to graduation to employment.  Met with Pre-Nursing Advisors at least once a semester and more often as needed to discuss the new admission criteria, update nursing application and student ranking checklist, student withdrawal issues, and many concerns over new admission criteria.  To decrease attrition, faculty developed an advising tool for students, and implemented the Mandatory Orientation for all new nursing students (Orientation Plus).  Continue to work with IE to develop a survey through Class Climate for employers and follow-up on students’ job placements.  One nursing faculty member was chosen to work with IE to have more consistency in the process.  We will continue to use emails, social media (Facebook), phone calls, and word of mouth to obtain information regarding job placements. |
| **Submission date: September 5, 2017** | | **Submitted by: Brenda O’Neal, DNP, RN – Associate Dean of Nursing** | |