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| jscc logo | **Goal Progress Report** |
| **Program:** | **Nursing Education Program** | **Report period:** | **2015-2016** |

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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 one FT faculty for Clanton to replace a faculty that retired summer 2015.Hire Chairperson for Chilton-Clanton campus to replace chairperson that retired.Hire FT faculty for Night/weekend to replace faculty that retired fall 2014Hire Temporary FT NUR 106 faculty on Shelby campus to replace faculty that retired summer 2014Hire FT faculty to replace Remediation Coordinator for all campuses to replace retired faculty member.Hire FT faculty on Jefferson campus –NUR 202 to replace faculty that was promoted.Hire one L-19 Secretary for the Jefferson campusHire on Temporary FT faculty for Shelby NUR 105 course to provide more consistency in instructions. Hire one FT faculty for Jefferson NUR 104 course to provide more consistency in instructionsHire credentialed and experienced qualified PT faculty as needed. Maintain greater than 50% MSN prepared PT faculty to meet ACEN standards. | FT faculty hired for Chilton-Clanton campus (Julie Jones – 7/2016 FT temporary)Chairperson hired for Chilton-Clanton campus (Chris Forbes-8/ 2016)FT faculty hired for N/W (Ladetris Ferguson-2015)Bunny Fogle was switched to NUR 106 and Amanda Cabaniss was hired to replace her in NUR 103/104 in 2015.FT Faculty (Shawn Wilson) hired as Remediation Coordinator in spring 2015FT faculty (Stacy Hicks) hired for NUR 202- Jefferson campus in spring 2015 L-19 secretary (Matthew Rasbury -2015) hired for Jefferson campusTemporary Ft faculty hired for Shelby campus (Robin Calvert – 8/2016)**Unmet goal moved to 2016-2018 Strategic Plan****Fall 2015**

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| #PT | DNP | MSN | BSN |
| 63 | 6/10% | 38/60% | 19/30% |

**Spring 2016**

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| #PT | DNP | MSN | BSN |
| 51 | 5/10% | 26/51% | 20/39% |

Summer 2016

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| --- | --- | --- | --- |
| #PT | DNP | MSN | BSN |
| 58 | 5/8% | 30/52% | 23/40% |

 | NEP search committees were organized during 2015-2016 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.Faculty handbook for FT and PT faculty developed summer 2016 and new faculty member will receive a copy.Shelby campus generally has a larger enrollment than other campuses. One additional FT faculty was hired in summer 2016. 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: Laptops (1) for the Shelby campus to be used by New FT faculty (RC)Replacement lab equipment for Shelby- Chester Chest, IV arms, injection models, catheter models, and lung soundersCombo scanner/printer for Pell City and Chilton-Clanton program coordinators to facilitate communication with NEP and clinical affiliates | **Goals achieved**: There continues to be a sufficient number of preprogrammed manikins for patient care simulations on each campus.I-Clickers being utilized to engage students during class time: Pell City campus has (30), Chilton-Clanton campus has (35), and Shelby campus has (70)Sim manager/Sim view in each Sim lab to enhance simulation debriefing through audio and video recordings of the simulation learning activity.“Go-to-meeting” software – set up by Greg McCallister is limited number at present. Nursing faculty requesting to utilize the software to enhance online meetings Laptop requested 8/2016Requested some equipment in WFD grant budget – Chester Chest, IV arms, injection modelsStudent Affairs committee conducts **Student Evaluation of Services and Physical Facilities** on all enrolled nursing students at mid-way through the curriculum (NUR 201). Item # 21 identifies campus laboratory accommodations. Three locations (JC, SC, CC) were surveyed spring 2016 and one (PC) location was surveyed summer 2016. The number/% of respondents that felt the accommodations were adequate were as follows:Jefferson: 23/25(92%)Shelby: 36/42(85.7%)Chilton: 12/14(85.7%)Pell City: 12/13(92.3%)**Unmet goal moved to 2016-2017 goal revision** | Continue to survey students. |
| 1. Physical facilities promote learning.
 | Replace curtains and solar blind shades to improve temperature control I Jefferson - GLB 134, 140, 148, 205, 208, 107Provide improved multi-media lecterns, and replace worn blackboards with white boards in all class rooms at Jefferson - GLB 134, 148, 162,163,165,205,amd 256Purchase projector ceiling mounts for Jefferson – GLB 162, 163, 164, 165Provide nursing computer labs for Jefferson and Shelby large enough to seat 60 | All window dressings were replaced with solar blinds in all rooms.Multi-media lecterns and whiteboards were not provided.**Unmet goal moved to goal revision 2016-2017**Ceiling projector mounts added to rooms 148 and 134.**Unmet goal moved to goal revision of 2016 -72017****Unmet goal – resources not available.****Need new computers for classrooms 148,134,164, and 162 GLB – Jefferson campus****Refer to Student Evaluation of Services and Physical Facilities in #3 above.**The number/% of respondents that felt the classroom accommodations were adequate were as follows:Jefferson: 20/25(80%)Shelby: 40/43(93%)Clanton: 11/14(78.6%)Pell City: 12/13(92.3%) | Continue to survey students.Results from the survey were utilized in development of the 2016- 2018 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 outcomes. | **Goal achieved**:2015-2016: During the year, 4 faculty members were awarded their DNP degrees. 3 faculty members are enrolled in a DNP program and 1 faculty is enrolled in a PhD program. 14/28 faculty members have doctorate degrees and 100% of nurse faculty members engage in professional development annually.**Conference titles include**:Current issues in Nursing Education, Sylvia Rayfield – Promoting NCLEX-RN Success, Southern Regional /Sim Day, UAB Mini-Conference: Simulation and Technology in Nursing, Alabama League for Nursing Annual Conference, University of south Alabama Advanced Regional Response Center, Westburg Symposium 2016, Nursing School Toolkit for Success- Practice implications for Nurse Educators, Mental Health Matters: Pastoral Ministry to Hurting People, Human Patient Simulation Network Conference, International Nursing Association for Clinical Simulation and Learning, INACSL Conference in Grapevine ,TX | Each FT faculty completed an Individual Action Plan (IAP) which had $500 available for professional development. Some funds for professional development are made available through Perkins funds (Vocational Education Funds)License renewal with ABON requires 24 CEUs/2 yr. License renewal due December 2016 |
| 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. | 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, critical thinking, teaching, and professional behaviors). The number/% of respondents that felt prepared/well prepared are as follows:**Fall 2015**Jefferson: 18/18(100%)Shelby: 41/42(97.6%)Night/Weekend: 41/43(95.3%)**Spring 2016**Jefferson: 24/25(96%)Shelby: 18/19 (94.7%)Chilton: 29/29 (100%)Pell City: 9/10 (90%) **Summer 2016**Jefferson: 20/20 (100%)Shelby: 35/35 (100%)**Aggregate Findings 2015-2016:** Jefferson : 62/63(98.4%) felt preparedShelby: 94/96(97.6%) felt preparedNight/Weekend: 41/43 (95.3%) felt preparedChilton: 29/29(100%) felt preparedPell City: 9/10(90%) felt prepared | Student surveys continue to indicate a high level of confidence in achieving the learning outcomes. However, a more realistic measure of competency will be NCLEX-RN results and employer satisfaction with JSCC graduates.Will continue to monitor |
| 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. | **Goal achieved**:New contract with DaVita Healthcare Partners. 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 rateProgram completionProgram satisfactionJob 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: 2014-2015**NCLEX report to ABON 82.5% NEP pass rate84.6% Alabama pass rate84.2% National pass rate**Program completion**:

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| Fall 2015 | # Adm. | # Completed | % |
| JC | 46 | 9 | 20 |
| SC | 56 | 15 | 27 |
| NW | 74 | 28 | 39 |
| Spring 2016 |  |  |  |
| JC | 46 | 17 | 40 |
| SC | 49 | 12 | 24 |
| CC | 35 | 18 | 51 |
| PC | 21 | 7 | 33 |
| Summer 2016 |  |  |  |
| JC | 40 | 14 | 35 |
| SC | 72 | 24 | 33 |

**Program satisfaction**: **2014-2015**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 2015:**Jefferson: 18/18(100%)Shelby: 41/41(100%)**Spring 2016:**Jefferson: 25/25(100%)Shelby: 18/19(94.7%)Chilton: 29/29(100%)Pell City: 10/10(100%)**Summer 2016**:Jefferson: 20/20 (100%)Shelby: 34/34(100%)**Aggregate rate 2014-2015**:Respondents that report their overall level of satisfaction with the quality of education received from the NEP as being satisfied/highly satisfied were as follows: Jefferson: 63/63 (100%)Shelby: 93/94 (98%)Chilton: 29/29 (100%)Pell City: 10/10 (100%)**Job Placement: 2014-2015**

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| **Fall****2015** | **# Grads** | **# Employed** | **%** |
| JC | 15 | 10 |  |
| SC | 26 | 3 |  |
| NW | 43 |  |  |
| **Total** | 84 |  |  |
| **Spring 2016** | #Grads | **# Employed** | **%** |
| JC | 26 |  |  |
| SC | 18 |  |  |
| CC | 29 |  |  |
| PC | 10 |  |  |
| **Total** | 83 |  |  |
| **Summer 2016** | # Grads | **# Employed** | **%** |
| JC | 21 |  |  |
| SC | 35 |  |  |
| **Total** | 56 |  |  |

 | NEP will continue to collect and monitor the data each term.NEP Action:* Update test and increase difficulty level.
* Set guidelines for Kaplan’s Focused Review and Integrated Tests for each course
* Adopted “Prioritization, Delegation, and Assignment textbook as resource for faculty.
* Add Critical Care Nursing as required textbook for fall 2016.
* Lunch and Learn Meeting set up by Remediation Coordinator (faculty will submit test questions found to be problematic and review these with students).

Continue to work with IE to develop a survey through “Class Climate” for employers and follow-up on students’ job placements.Continue to use emails, social media (Facebook), phone calls, and word of mouth to obtain information regarding job placements. |
| **Submission date:** | **Submitted by: Brenda O’Neal, DNP, RN – Associate Dean of Nursing** |