**Unit Goal Revisions**

**2016 - 2017**

Every two years, during spring semester, programs/departments/service units are asked to develop Unit Strategic Plans. These plans need to be closely aligned with the Institutional Action Priorities, the College’s Long Range Goals, and the College’s five year strategic plan. The Strategic Plans incorporate and reflect the operation of that unit at all campuses and instructional sites. Each unit’s budget needs to reflect the fiscal implications associated with the unit’s identified goals and objectives.

Following the first year each unit submits a goal progress report and revises their unit goals for the second year.

**Name of Program/Department:**

Jefferson State Community College Nursing Education Program

**2015-2016 Accomplishments:**

* **NCLEX-RN pass rate: 82.5% - (covers October 2014 – September 2015)**
* 240 candidates tested between Oct. 2014 – Sept. 2015)
* Maintained MSN part-time faculty at 50% or greater
* Clanton campus: Chris Forbes hired as Campus Chairperson for Nursing; Julie Jones hired as FT faculty for Clanton campus
* Shelby campus: Amanda Cabaniss and Robin Calvert hired as FT faculty for Shelby Day program; Ladetris Ferguson and Rebecca Willis hired as FT faculty for the Night-Weekend track
* Jefferson campus: Stacy Hicks hired as FT faculty for NUR 202
* Matthew Rasbury - PT secretary hired for Jefferson campus
* ACCS statewide curriculum matched to NCLEX test plan; Congruency between SLOs , NLN competencies and QSEN
* Received and implemented Workforce Development grants for Jefferson and Shelby campuses:
	+ 2014 - $150,000 for simulation lab enhancement
	+ 2015 - $105,845 for skills lab enhancement
* Completed the renovations on the Jefferson campus GLB - 3rd floor (rooms 256, 260, 205, and 208) and 2nd floor (rooms 148, 134).
* “State of the Arts” skill and simulation labs. 10 beds skill lab with low fidelity manikins and 9 bed simulation labs with high fidelity manikins.
* Solar blinds added to Jefferson- GLB rooms 148, 140, and 134
* Three nurse faculty members were awarded their DNP degree during 2015 and two nurse faculty members were awarded their DNP degree in 2016. Now NEP has a total of 14/28 faculty with a doctorate degree.
* 100% of nurse faculty members engaged in professional development

**Revised Unit Goals (plans for the unit for the second year of the two year plan):**

1. **Objectives – the activities through which the goal will be achieved. Each Unit Goal should have at least one objective.**
2. **Method of Assessment – how the unit will determine if the objective has been met.**
3. **Additional Funding Requests – provide an estimate of the cost of achieving the objective. Also, include a description of how these funds will be used to accomplish the objective.**

**Revised Unit Goals for 2016-2017**

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| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| 1. Attract, recruit, and retain quality full –time and part0time faculty for all tracks to meet he needs of the program. | Hire one FT faculty for Jefferson NUR 104 course to provide more consistency in instructionsHire credentialed and experienced qualified PT faculty and maintain greater than 50% MSN prepared PT faculty to meet ACEN standards | Monitor student surveys to ensure that classroom and clinical program needs are met to carry out the curriculum plan | 1. Salary for minimum of MSN prepared nurse faculty for NUR 104 at Jefferson estimated at $49, 8333 to $97, 480 plus 4% raise. 2. Hourly rate for PT faculty $32.10 plus 4% raise – hours are not to exceed 19 per week. |
| 2. Faculty and students will have access to technology and resources sufficient to achieve course and program outcomes. | Purchase faculty office desktop computer (1) for new faculty on Shelby campus.Purchase multi-media lecterns for classrooms at Jefferson and ShelbyContinue to develop high fidelity simulation labs on all four campusesPurchase laptops for classroom presentation to replace oldest laptops (Jefferson campus rooms 148, 134, 164, and 162Purchase classroom projectors for Jefferson campus GLB 164, 165, 162. Purchase combo scanner/printer for Pell City and Chilton-Clanton program.  | Faculty Evaluation of Services & Facilities - 80% of faculty report satisfaction with technology resources | 1. $ 1200 Dell (quote from support)2. $10, 000/Lectern$20,000 for 2 multi-media lecterns for Jefferson and Shelby (1 @ each campus)3. Continue with funding for simulation labs as indicated in WFD grant funding4. Estimated cost $1200 /laptop; total of 4 for $4,800.5. Projector cost @$500 to $800/each; 3=$1500 to $2400.6. Estimated cost $200. each; total of $400 for Pell City and Chilton |
| 3. Physical resources are sufficient to ensure the achievement of the nursing education unit outcomes, and meet the needs of the faculty, staff, and students. | Continue GLB repairs and improvements.Replace desk in classrooms with table and chairs (Jefferson GLB 148, 134) | Majority of nursing students and Faculty at all campuses report physical resources are satisfactory.  | Remove all carpet from classrooms, support and faculty offices and replace with vinyl surfaces. 4 small classrooms, 4 support offices, and 12 faculty offices in Jefferson GLB; estimated cost $8000 to $12000.Rectangle table cost 60 tables @$485 each = $$29,100 and stack flexible chairs 120 chairs @ $80 each = $9600 |
| 4. 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.Increase student exposure to simulation experiences across the curriculum. | Faculty evaluates support as sufficient.Graduate NCLEX pass rate @ 80% and higher. | $500 funding available for each nurse faculty /yearTotal: $14000 from IAP funds for 28 faculty.Faculty funding for related educational activities (ACEN Self Study Site Visit (October 2016) = estimated cost $5000 - $10000. |
| 5. Student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress. | Review SLO achievement each semester to identify areas for improvement.Review Kaplan test results for established benchmark of 80% | Review course reports each semester to identify curriculum deficits and SLO achievement.  | Funding for Advisory Meeting: $1200.Utilize Kaplan testing and remediation package to promote learning and student engagement. Student pay directly to Kaplan |
| 6. Practice learning environments support the achievement of student learning outcomes and program outcomes. | Initiate affiliate contracts in surrounding areas of St. Clair, Chilton, Jefferson and Shelby counties. | Clinical agencies will be sufficient to provide enrolled students with diverse opportunities. | No funding required. |
| 7. Achieve program outcomes:Licensure pass rateProgram completionProgram satisfactionJob Placement | Surveys will be conducted of students, graduates and employers. Findings are aggregated and trended to direct program decision making for the maintenance and improvement of the student learning outcomes and the program outcomes. | 1. Licensure exam pass rate will be at or above the national mean for first time writers.2. At least 75% of the students admitted will graduate within 150% of the time of the stated program length beginning with the first required nursing course.3. At least 80% of graduates and their employers responding to the graduate/employer survey distributed within one year after graduation will indicate satisfaction with the program.4. At least 90% of the graduates seeking employment will be employed one year after graduation in a position for which the program prepared them. | Utilize Kaplan testing and Remediation package to promote learning and student engagement. Students pay directly to Kaplan.1st semester- $108.2nd semester - $108.3rd semester - $108.4th semester - $108.5th semester - $108.Employ and recruit qualified FT and PT faculty. Funding as indicated in#1.Provide sufficient fiscal, physical, technological, and learning resources sufficient to meet the needs of the faculty and students. Funding as indicated in #2 & #3.Maintain and initiate partnerships in the community that benefit the program and students such as UAB partnership, St. Vincent’s partnership, Samford University, and Jacksonville University.Assist graduates with job placement through recommendations and dissemination of employment opportunities. No additional funding required. |