**Unit Strategic Plan**

**2015 - 2017**

**Name of Program/Department: Emergency Medical Services**

**Mission Statement :**

The Jefferson State Community College Emergency Medical Services Program is committed to providing our students with the highest quality medical education possible including both academic instruction and meaningful clinical experience. We strive to produce professional Emergency Medical Technicians, Advanced Emergency Medical Technicians, and Paramedics dedicated to providing capable, compassionate care. We will always strive to protect the integrity of our institution, the honor of our profession, and the trust of the public.

**Summary of Access, Productivity and Effectiveness (Including, but not limited to, program load, success rate, retention rate, completion rate, employer surveys, student surveys):**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Enrollment | | | | |
|  | **Summer** | **Fall** | **Spring** | **Total** |
| 2012 – 2013 | 109 | 138 | 139 | 386 |
| 2013 – 2014 | 100 | 149 | 107 | 356 |
| 2014 – 2015 | 82 | 158 | 126 | 366 |
| 2015 | 86 | 134 | 10 | 230 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Award Sought Headcount | | | | | | |
| Term and Year | **Total Headcount** | **Female** | **Male** | **AAS** | **CER** | **NDS** |
| Fall 2013 | 149 | 29 | 120 | 149 | 0 |  |
| Fall 2014 | 158 | 42 | 116 | 148 | 0 | 10 |
| Fall 2015 | 134 | 30 | 104 | 121 | 0 | 13 |

|  |  |  |  |
| --- | --- | --- | --- |
| **CIP Program** | **Summer 2012 –Spring 2013** | **Summer 2013 – Spring 2014** | **Summer 2014 – Spring 2015** |
|  | **Certificate/Degree Total** | **Certificate/Degree Total** | **Certificate/Degree Total** |
| **51.0904 Emergency Medical Technician** | **24** | **36** | **25** |

|  |  |
| --- | --- |
| Annual Credit Trend / Credit Hour Production | |
| Fall 2012, Spring 2013, & Summer 2013 | **2674** |
| Fall 2013, Spring 2014, & Summer 2014 | **2289** |
| Fall 2014, Spring 2015, & Summer 2015 | **2993** |

**Emergency Medical Technician (Basic EMT) National Registry Exam Results**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | Report | Attempted the Exam | First Attempt Pass | Cumulative pass within 3 attempts | Cumulative pass within 6 attempts | Failed all 6 Attempts | Eligible for Retest | Did not Complete Within 2 years |
| 2011 - 2012 | JSCC | 101 | 75% | 90% | 91% | 0% | 3% | 6% |
| National | 65769 | 68% | 79% | 80% | 0% | 9% | 11% |
| 2012 - 2013 | JSCC | 86 | 73% | 83% | 84% | 0% | 16% | 0% |
| National | 62988 | 71% | 81% | 81% | 0% | 19% | 0% |
| 2013 - 2014 | JSCC | 69 | 65% | 80% | 80% | 0% | 20% | 0% |
| National | 70427 | 68% | 79% | 80% | 0% | 16% | 4% |
| 2014 -2015 | JSCC | 66 | 59% | 83% | 83% | 0% | 17% | 0% |
| National | 67340 | 67% | 77% | 78% | 0% | 22% | 0% |

**Advanced EMT National Registry Exam Results**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | **Report** | **Attempted the Exam** | **First Attempt Pass** | **Cumulative pass within 3 attempts** | **Cumulative pass within 6 attempts** | **Failed all 6 attempts** | **Eligible for retest** | **Did not complete within 2 years** |
| 2012 2013 | **JSCC** | **60** | **47%** | **75%** | **77%** | **0%** | **23%** | **0%** |
| **National** | **3645** | **54%** | **70%** | **71%** | **0%** | **29%** | **0%** |
| 2013 -2014 | **JSCC** | **41** | **68%** | **90%** | **93%** | **0%** | **5%** | **2%** |
| **National** | **4159** | **57%** | **74%** | **76%** | **1%** | **18%** | **5%** |
| 2014 - 2015 | **JSCC** | **40** | **75%** | **88%** | **88%** | **0%** | **13%** | **0%** |
| **National** | **4279** | **59%** | **72%** | **73%** | **0%** | **27%** | **0%** |

**Paramedic National Registry Exam Results**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | **Report** | **Attempted the Exam** | **First Attempt Pass** | **Cumulative Pass within 3 Attempts** | **Cumulative Pass within 6 attempts** | **Failed all 6 Attempts** | **Eligible for retest** | **Did not complete within 2 years** |
| 2011 - 2012 | **JSCC** | **47** | **87%** | **96%** | **98%** | **0%** | **0%** | **2%** |
| **National** | **1158** | **71%** | **84%** | **86%** | **1%** | **10%** | **3%** |
| 2012 - 2013 | **JSCC** | **33** | **73%** | **91%** | **94%** | **0%** | **6%** | **0%** |
| **National** | **10387** | **74%** | **84%** | **85%** | **0%** | **15%** | **0%** |
| 2013 -2014 | **JSCC** | **27** | **74%** | **93%** | **93%** | **0%** | **7%** | **4%** |
| **National** | **10714** | **73%** | **87%** | **89%** | **1%** | **7%** | **4%** |
| 2014 -2015 | **JSCC** | **17** | **82%** | **88%** | **88%** | **0%** | **12%** | **0%** |
| **National** | **9478** | **76%** | **87%** | **88%** | **0%** | **12%** | **0%** |

**Internal Conditions:**

1. **Technology**

All classes in the EMT program utilize a learning management system (Blackboard) for delivery of some portion of the course content and for assessment of student’s learning. There are computers in each classroom and a power point projector in each of the classrooms, except for one. Classroom GLB 238 on the Jefferson campus is using an eight year old, portable LCD projector, portable screen and chalkboards to deliver classroom content. Lab GLB 241 uses the same portable LCD projector, as needed, and also has chalkboards. The EMT program shares a high fidelity patient simulation laboratory with the nursing program on both the Jefferson and Shelby campuses. Simulation training of this type is now highly recommended by CoAEMSP. Five iPads and one Panasonic Toughbook were added to the resources for the skills lab (GSB 302) on the Shelby campus for Advanced EMT and Paramedic students to enter skills for electronic tracking, much like they will do in future employment. Lab GSB 302 also lacks a LCD projector.

1. **Budget**

Forethought should be given to cost of continued development and maintenance of the high fidelity simulation laboratories. Training aids for the low fidelity skills laboratories are currently showing some age and wear, consideration for maintaince, upgrade and replacement should continue as needed on a rotational basis. One of the three full time faculty members in the EMS program resigned in June of 2015. This Faculty member should be replaced.

1. **Staffing**

The EMS program employs a full-time Director, Clinical Coordinator, and two (2) additional full-time Instructors. The program is currently in transition and is staffed by an Acting Program Director/ Clinical Coordinator and one (1) full-time instructor. The full-time instructor who resigned June 2015 should be replaced. Both the Director and Clinical Coordinator are required as full-time positions to maintain CoAEMSP accreditation. Part time Instructors are relied upon heavily allowing us to adjust staffing to meet the need based on enrollment and offerings at multiple campuses. Two full-time office managers housed at the Jefferson Campus and a part-time (25hr.) office manager based at the Shelby Campus are available to assist the program as needed. These office managers support this program as well as other programs housed in the Center for Professional, Career and Technical Education. Support staff is adequate for our program needs at this time.

1. **Resources**

Adequate Medical Direction for the EMT program is required by CoAEMSP. At present, the program contracts for Medical Direction through the UAB Department of Emergency Medicine, where many of our students’ clinical rotations are performed. The program should continue to contract our medical direction in this manner. The program has transitioned to a new curriculum over the past year. The new curriculum is adequate and the transition has gone smoothly. The program needs to focus some resources on assessment development to include item writing and validation. Job demand for EMT’s and Paramedics is currently high and job growth is expected to expand rapidly. The EMT program should continue to focus on recruitment. Clinical and field rotation sites are an essential part of the EMT training program and are currently one of the program’s strengths.

1. **Enrollment**

Enrollment in the different levels of the EMT program has been consistent, even though the program has faced challenges, including a transition in curriculum mandated by a new level of training and licensure between the EMT and Paramedic level of training. Dual enrollment courses have been added with Spain Park High School in the 2014-2015 school year and Hewitt-Trussville High School for the 2015-2016 school years. Additional dual enrollment students have been integrated into EMT classes at both campuses in the Summer of 2015. Additional dual enrollment sites are being evaluated.

1. **Facilities**

The facilities are currently adequate. However, additional space for expansion is needed in order to place all simulation equipment in one lab space per campus instead of in different rooms.

1. **Equipment**

Equipment should be replaced on a rotational basis. Additional simulation equipment is needed to compete with simulation labs currently being developed at local high schools.

**External Conditions (such as state funding, accrediting agencies, advisory committees, postsecondary policy changes):**

The EMT program is currently accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) through the Committee on Accreditation of Emergency Medical Services Programs(CoAEMSP). CAAHEP standards state:

III. B. 2 Medical Director

a. Responsibilities: The medical director must be responsible for all medical aspects of the program, including but not limited to:

1. Review and approval of the educational content of the program curriculum to certify its ongoing appropriateness and medical accuracy.

2. Review and approval of the quality of medical instruction, supervision, and evaluation of the students in all areas of the program.

3. Review and approval of the progress of each student throughout the program and assist in the development of appropriate corrective measures when a student does not show adequate progress.

4. Assurance of the competence of each graduate of the program in the cognitive, psychomotor, and affective domains.

5. Responsibility for cooperative involvement with the program director.

6. Adequate controls to assure the quality of the delegated responsibilities.

*For most programs, the medical director should commit a significant amount of time to the program; for which appropriate compensation is often necessary.*

The EMS program currently contracts with the University of Alabama Health Services Foundation on Behalf of Emergency Medicine (Dr. William Ferguson) for 16 hours per month at a rate of $100 per hour. Dr. Ferguson regularly exceeds his contractual obligations to the EMS program. Consideration should be given to contracting an Assistant Medical Director to share in these responsibilities.

According to the United States Department of Labor Bureau of Labor Statistics, Employment of emergency medical technicians (EMTs) and paramedics is expected to grow by 33 percent from 2010 to 2020, much faster than the average for all occupations.

The Alabama Community College System has a new Board of Trustees that was appointed by the Governor and confirmed by the senate on May 27, 2015. New policies may be developed that may reflect changes within the EMS program

**2013-2014 Accomplishments:**

* Addition of five (5) iPads and one (1) Panasonic Toughbook to Shelby skills lab
* Moved skills lab from GSB 320 to GSB 302 for larger space
* Maintained adequate supplies for EMS labs

**2014-2015 Accomplishments:**

* Establish Spain Park High School dual enrollment course
* Hired full-time instructor to replace one lost to retirement
* Hired part-time (25 hr) office manager housed in Shelby Campus EMS/PTA Suite
* Hired two L-19 EMS Instructors/Lab Assistants to replace ones lost to attrition

**Unit Goals 2015-2016:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Request** |
| **Goal 1**: Attract, recruit and retain quality full-time and part-time faculty to meet the needs of the program.  **Program Outcome**  Employers and graduates will report 80% satisfaction with educational preparation. | 1. Fill Program Director’s Position  2. Replace full-time instructor who resigned in June 2015 with a qualified Instructor  3. Hire credentialed and experienced qualified part-time (L-19) faculty as needed  4. Retain current medical director. | 1. Replacement will meet minimum qualifications as required by CoAEMSP  2. 100% of full-time and part-time instructors will meet the minimum qualifications as stated in the CAAHEP standards  3. Execute a renewed contract with the current Medical Director | 1. Program Director’s salary: $50,000-$70,000  2. Program Instructor’s salary: $45,000-$50,000  3. Medical Director’s Contract: $19,200.00  4. Hire Part-time (L-19) Instructor/Lab Assistant at current rate of pay $24-$26/hr. |
| **Goal 2**: Maintain Program accreditation  **Program Outcome**  Employers and graduates will report 80% satisfaction with educational preparation. | 1. Continue paying CoAEMSP and CAAHEP annual fees  2. Provide appropriate personnel | Assure the fees are paid | 1. CoAEMSP and CAAHEP fees totaling $1,650.00  2. See Goal 1 for estimated Personnel costs |
| **Goal 3:** Faculty and students have access to technology and resources sufficient to achieve course and program outcomes.  **Program Outcomes:**  Students admitted into each level of the Emergency Medical Services program will complete their training level at a rate of 70%  **Program Student Learning Outcome #2:**  Display technical proficiency in all of the skills necessary to fulfill the role of an entry- level Emergency Medical Technician, Advanced Emergency Medical Technician, or Paramedic. | 1. Replace worn lab equipment  2. Replace necessary supplies  3. Maintain high fidelity simulation equipment - contract warranty with mannequin manufacturer  4. Add additional high fidelity mannequin for EMS program at Jefferson Campus. This prehospital high fidelity mannequin has necessary capable support systems, protection plans and warranties. Currently both mannequins are at the Shelby  Campus and none at the Jefferson Campus. The prehospital mannequin will allow for intubation with ET tubes, LMA, orotracheal, nasotracheal and fiber optic techniques; airway occlusion, and the bilateral needle decompression of pneumothorax – nursing mannequins will not allow for this.  5. Purchase 5 iPad tablets for Shelby Campus. Currently there are 5 iPads used in the Lab at Shelby | 1. Equipment and supplies purchased and/or replaced  2. Student evaluations/satisfaction  3. Contract warranty with mannequin manufacturer  4. Purchase prehospital high fidelity mannequin for Jefferson Campus with necessary capable support systems, protection plans and warranties. | **1. Replace worn lab equipment**   |  |  |  |  | | --- | --- | --- | --- | | **Qty** | **Item** | **Unit Cost** | **Total cost** | | **2** | **AED Trainer** | **$560.00** | **$1120.00** | | **2** | **12 Lead simulator** | **$710.00** | **$1420.00** | | **8** | **IV arm skin replacement** | **$130.00** | **$1040.00** | | **8 pk** | **IO skin replacement** | **$83.00** | **$664.00** | | **5 pk** | **IO Bone replacement** | **$137.00** | **$685** |   **2.**Purchase supplies $5,000  3.Annual warranty two high fidelity mannequins totaling $9504.00  4. Purchase additional high fidelity mannequin   |  |  |  |  | | --- | --- | --- | --- | | Qty | Item | Unit cost | Total cost | | 1 | MegaCode Kelly(prehospital) | $8,250 | $8,250 | | 1 | SimPad System | $3,895 | $3,895 | | 1 | SimPad Protection Plan (2 yr) | $890 | $890 | | 1yr | Preventative Maintenance Warranty | $1655 | $1,655 | |  | Total Est. Cost |  | $14,690 |   5. Purchase 5 iPad tablets at $400 each for a total of $2000  6. Replace broken ambulance stretcher at Jefferson Campus @ estimated cost of $5285 |

**Unit Goals 2016-2017:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Request** |
| **Goal 1:** Attract, recruit and retain quality full-time and part-time faculty to meet the needs of the program.  **Program Outcome**  Employers and graduates will report 80% satisfaction with educational preparation. | 1. Hire credentialed and experienced qualified part-time faculty as needed.  2. Retain current Medical Director | 1. 100% of part-time and full time instructors will meet the minimum qualifications as stated in the CAAHEP standards.  2. Execute a renewed contract with current Medical Director. | 1. Contract Medical Director at $19,200.00  2. Hire part-time/L19 as needed at college current rate of pay |
| **Goal 2:** Maintain Program accreditations  **Program Outcome**  Employers and graduates will report 80% satisfaction with educational preparation. | 1.Continue paying CoAEMSP and CAAHEP annual fees  2. Provide appropriate personnel | 1.Assure fees are paid | 1. CoAEMSP and CAAHEP fees totaling $1,650.00  2. At College current rate of pay (as needed) |
| **Goal** 3: Faculty and students have access to technology and resources sufficient to achieve course and program outcomes.  **Program Outcomes:**  Students admitted into each level of the Emergency Medical Services program will complete their training level at a rate of 70%  **Program Student Learning Outcome #2:**  Display technical proficiency in all of the skills necessary to fulfill the role of an entry- level Emergency Medical Technician, Advanced Emergency Medical Technician, or Paramedic. | 1.Replace/upgrade and repair worn lab equipment  2.Replace necessary Supplies  3.Contract warranty with mannequin manufacturer  4. Add additional 5 iPad tablets to skills lab at Shelby Campus  5. Add ambulance simulator to enhance the skills and realism of simulation training. The simulator would be used by all levels of students. The simulator would also provide a safe environment by not exposing students and faculty observers to weather or moving vehicles. | 1. Replace expendable medical supplies used in psychomotor instruction  2.Contract warranty with mannequin manufacturer  3. Purchase five (5) iPad tablets for Shelby Campus  4. Purchase ambulance simulator | 1. Purchase supplies at $5000  2. Warranty for high fidelity mannequins at $9504  3. Purchase iPad tablets at $400 each for a total of $2000  4. Purchase ambulance simulator at $41,295 |