**Unit Goal Progress and Revisions**

**2018- 2019**

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/or the College’s 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: JSCC Nursing Education Program**

**2017-2018 Accomplishments and Goals Progress:**

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| **Goals** | **Request & Justification/Resources** | **Goal Progress** | **Strategies Implemented and 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 Replacement FT faculty as neededReplace all Temporary FT faculty with permanent faculty on SCHire credentialed and experienced qualified PT faculty as needed. Maintain greater than 50% MSN prepared PT faculty to meet ACEN’s Standards. | **FT faculty (Sara Nasworthy) transferred to the Evening program effective Aug. 14, 2017.****FT faculty (Kim Craven) hired on the PC campus to replace Sara.****Requested FT faculty to replace Elizabeth Fogle on the SC.****FT faculty (Donna Lee) hired to SC to replace the temporary faculty position.****Fall 2017**

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| **#PT** | **DNP** | **MSN** | **BSN** |
| **11** | **1** | **3** | **7** |

 **Spring 2018**

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| --- | --- | --- | --- |
| **#PT** | **DNP** | **MSN** | **BSN** |
| **15** | **1** | **3** | **11** |

**Summer 2018**

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| **#PT** | **DNP** | **MSN** | **BSN** |
| **5** | **0** | **4** | **1** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Total** | **DNP** | **MSN** | **BSN** |
| **97** | **8** | **37** | **52** |

 | NEP search committees were organized during 2017-2018 and candidate recommendations were sent to the Interim President who became the President – 6/13/2018.Faculty mentors were assigned to new faculty to assist with the orientation process and faculty role.Faculty was not assigned a full faculty workload to provide adequate time for orientation. Each new FT and PT faculty received a revised copy of the Faculty HandbookThere were 66 part-time faculty during 2016-2017. Thirty-one part-time faculty were hired during 2017-2018 which now is a total of 97 part-time faculty. Ninety -seven part-time faculty is sufficient in number to accomplish the mission, goals and expected program outcomes on all four campuses including the evening track.Twelve of the 52 Part-time faculty with BSN degrees are candidates in a MSN program and will complete the program by 2019.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.  |
| 1. Faculty and students have access to technology and resources sufficient to achieve course and program outcomes.
 | **Purchase the following:** **Jefferson -**projectors, lecterns, laptops, desktop computers, oversized monitors, headphones, webcams, office shredder.Purchase equipment and supplies to equalize simulation and skills labs on all four campuses. | **Jefferson:**Projector mounts for GLB 163, 148 complete (**Approx. cost $2116**).6/10 desk top computers requested for faculty by September 2018. (**Approx. cost $6825)**2/2 Headphones for Tegrity recordings received (**Approx. cost $72**.) Portable whiteboards received for GLB 148, 134, 165, and 163 (**Approx. cost $2371.96)**Geriatric Manikin for skills lab and NG trach teaching torso requested through WFD grant (**Approx. cost $2,700**)10 Webcams received (8 for faculty and two for office managers) **Approx. cost $338.50****Shelby:**Risers for pinning ceremony received (**Approx. cost $800**)Industrial shredder received for 1st floor nursing suite (**Approx. cost $1000**)Copier/scanner received for 3rd floor nursing suite (**Approx. cost $ $1000**)I Clickers (60) received for Nursing through WFD Grant (**Approx. cost $ 2,400**) 4/10 desk computers requested for faculty by September 2018 (**Approx. $4,022.96)****Evening:**4/5 desk computers requested for faculty by July 2018 (**Approx. $4,022.96**)**Clanton:**2/3 desk computers requested for faculty by September 2018 (**Approx. $2011.48)**Equipment and supplies have been received and requisitions are ongoing for equipment and supplies to equalize the simulation labs on all campuses. | Additional supplies and equipment were requested and received.Requesting 3 -4 desk top computers each month (June, July, August, September 2018; January, February, March, April 2019 for faculty and staff. **All should be in place by May 2019.****This copier will need to be replaced due to extensive use between 3-4 programs and it need to have the feature of stapling.****Pell City Campus had a Ribbon Cutting Ceremony of the New Nursing Wing on October 13, 2017 and the nursing program was equipped with new office, classroom, and lab furniture, equipment, and supplies.** |
| 1. **Physical facilities promote learning.**
 | Replace furniture and flooring in the classroom on the Jefferson campus.Floor renovations in all faculty offices on the 1st floor of GLB nursing building.Replace flooring in the classrooms (remove carpet) GLB 162, 163, 164, 165, 205, 208)Replace worn chalkboards and blackboards with white boards in all class rooms at Jefferson – GLB 134, 148, 162, 163, 165, 164, 208, AND 256.Provide nursing computer labs for Jefferson and Shelby which are large enough to seat 60 students. | Solar shades for Jefferson GLB 134, 140, 148, 107 received (**Approx. cost $2,242).**Floor renovations completed in all faculty offices on the 1st floor of GLB **(Approx. cost $6,000).**Flooring renovations completed **(Approx. $11,500)**Furnishing (130 tables and 260 chairs) for renovations received in GLB 134, 148, 163,165, 162, and 164 **(Approx. cost $54,670)****White boards replaced worn chalkboards in GLB 134, 148,163, 165,**  | During the spring 2018, 20/23 nursing students in the second semester reported on the “Student Evaluation of Student Services and Physical Facilities” that campus laboratories and classroom accommodation are adequate.The Jefferson campus will receive mini laptops (purchased with WFD grant funding) to pilot having a computerized area within the nursing department.Shelby campus is requesting the use of HSB 347 for computerized testing |
| 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** | **100% of faculty participated in professional development.** **Conference Titles include:*** **BRONL Luncheon @ Princeton Hospital**
* **ACAPNEP Crisis in Thinking**
* **ALN – Innovative Strategies in Nursing Education**
* **Westburg Symposium**
* **2018 FACES – Clinical Education Sessions**
* **Lippinott Nursing Education Innovative Summit**
* **(Acquired) Elsevier’s Nursing Education Conference**
* **Improving Proficiency with Writing and Exam Creation**
* **ACA Conference - Montgomery**
* **Certified Nurse Educator Review Course**
* **Mental Health Conference**
* **Alabama State Nurse’s Association Conference**
* **Current Issues in Nursing Education**
* **Advanced Regional Response Training Center (Center for Disaster Healthcare Preparedness)**
* **Career Fair -Woodlawn High School**
* **Diversity Conference**
 | **No funds available from Perkins for this period.**Two faculty were able to attend National Conferences (Westburg and Lippincott Nursing Ed. Summit).License renewal with ABON requires 24 contact hours /2 years. All faculty are required to renew their license by December 2018. |
| 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:Funding ACEN Focused Visit | **Each student completes the Graduating Student Survey in their final semester of the program. Items #22 through #29 identify the 8 student learning outcomes (skills, communication, nursing process, foundational knowledge, critical thinking, teaching, technology, and professional behaviors). The number plus percentage of respondents that felt well prepared/prepared are as follows:****Fall 2017**Jefferson: 19/19 (100%)Shelby: 28/29 (96.5%)Night/Weekend: 34/34 (100%)**Spring 2018 & Summer 2018 – Results of surveys are incomplete at this time.**Funding for Annual Advisory Committee Meeting **($500**) and ACEN Focused Visit & Fee **($2656.22**) provided – **goals achieved.** | Student surveys continue to indicate a high level of confidence in achieving the student learning outcomes.Working with IE to develop a more efficient method of obtaining data from the Graduating Student Surveys.The Annual Advisory Committee met April 20, 2018 in the Bistro on the Shelby campus. There were seven hospital representative present along with 19 faculty and staff and one pre-nursing advisors. Updates from each campus given by Campus Chairperson. Each facility representative reported updates. The Focused Visit was April 9-10, 2018. There was one ACEN visitor. The final report affirmed continued accreditation as the program is in compliance with all Accreditation Standards and Criteria for the implementation of a new curriculum. |
| 1. **Practice learning environment supports 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:**Affiliation contracts renewed as needed.New contracts with Community of Hope Health Clinic, Methodist Home for Aging, Regional Medical Center – Jacksonville, AL.  | 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**
* **Job Placement**
 | Evaluation findings are aggregated and trended b 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****October 2016 – Sept. 2017**NCLEX report per ABON website92.1% NEP pass rate90.4% Alabama pass rate86.9% National pass rate**Program completion:**

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| **Spring 2017** | **# Adm. Fall’15** | **# Complete****Sp. 2017** | **%** |
| **JC** | **43** | **11** | **26** |
| **SC** | **59** | **20** | **34** |
| **PC** | **36** | **13** | **36** |
| **CC** | **23** | **14** | **61** |
| **Fall 2017** | **# Adm. Fall’15** | **# Complete Fall 2017** | **%** |
| **NW** | **64** | **35** | **55** |
| **Sum 2017** | **# Adm. Sp.’16** | **# Complete Sum 2017** | **%** |
| **JC** | **36** | **11** | **31** |
| **SC** | **68** | **22** | **32** |
| **Fall 2017** | **# Adm. Sum’16** | **# Complete****Fall 2017** | **%** |
| **JC** | **29** | **17** | **59** |
| **SC** | **41** | **19** | **46** |
|  |  |  |  |

**Job Placement:**

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| --- | --- | --- | --- |
| **Fall 2017** | **# Grads** | **# Employed** | **%** |
| **JC** | **20** | **19** | **95** |
| **SC** | **29** | **27** | **93** |
| **NW** | **35** | **32** | **91** |

 | **Course Revisions:**Implemented the New Concept-based curriculum and will teach out the old curriculum during Fall 2018. Will have the first group of cohorts graduate Spring 2019Continue to offer Skills Blitz, lunch and learn sessions, remediation course, open simulation labs, and other activities to bridge the gaps from one course to another and to decrease our attrition rates.Continue with Kaplan NCLEX Review for all nursing students. Kaplan is revising their tests to reflect the new concept-based student learning outcomes.Each Campus Chair is tracking students from admission to graduation/employment.Continue to meet with Pre-Nursing Advisors (meetings have been very beneficial).Working with IE to get a better system of collecting data from surveys.**Incomplete report of job placement data for spring 2018 and summer 2018.**We will continue to use emails, social media, phone calls, and word of mouth to obtain information regarding job placement.  |

**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 2018-2019**

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| **Objectives** | **Method of Assessment** | **Additional Funding** |
| **Hire credentialed and experienced qualified full-time and part-time faculty as needed.** | ADON will monitor credentials, experience, and education during the hiring process. ADON will complete a faculty roster form on each new faculty member which will be updated as needed. | **Maintain PT pay at $33.83/hours.****Salary for replacement FT faculty estimated $51,826 -$101, 379** |
| **Purchase the following resource equipment:****Jefferson:** * Lecterns for 6 classrooms GLB 148, 134, 163, 165, 164, 162.
* 6 laptops for classrooms GLB 134, 148, 162, 163, 164, 165.
* 3 oversized monitors (vision problems with some faculty).
* WebCams to be utilized with Office 365 for all faculty and staff.
* Industrial shredder for nursing office.
* Desktop computers (8) to replace outdated computers for faculty offices
* Manikin warranty and maintenance renewals (5)
* Headwalls 5 (no compressor)
* Standing Desk Riser for faculty Office (1)
* Faculty office desks (8)
* Faculty office chairs (12)
* New copier
* Elmo Bundle
* Smart TV

**Shelby*** Industrial shredder for 1st floor
* Desk top computers (7) to replace outdated computers for faculty offices.
* Laptop computers for skill lab equipment (2)
* Copier/Scanner (one that staples for tests and handouts) for 3rd floor nursing suite.
* 2 desktop computers to be utilized by ADA students.
* Laptop computers for computerized testing (60) plus locking cart.
* WebCams to be utilized with Office 365 for all faculty and staff (9)
* Printer for Shelby Nursing Chairperson (justification attached)
* Headphones with speakers for use with WebCams (9)
* Upgrade laptop computers and projectors for HSB 305, 307, 312)
* Updated software for San-Tron machine
* Stool for scantron room
* Instructor media towers (lecterns)
* Manikin warranty and maintenance renewal (4)
* Cameras for HSB 305 and 312
* Shelby request use of HSB 347 as computer lab will need flip top tables (24), chairs (48), banding
* In HSB 347, will need instructor media station (Desk and media tower)

**Evening*** WebCams to be utilized with Office 365 for all faculty and staff (3).
* Headphones with speakers for use with WebCams (4)
* 1 Desk top computer to replace outdated computer for secretary
* L-shape desk and five shelves bookcase (office HSB 333, justification attached).
* Large utility carts for 3rd floor nursing suite (2)
* Microphone system for classroom (with larger classes, it can be hard for students to hear faculty esp. those that sit in the back of the classroom.

**Pell City** * WebCams to be utilized with Office 365 for all faculty and staff (3)
* Headphones with speakers for use with WebCams (3)
* Mini keyboards for computerized testing in the classroom (36)
* Rolling Utility cart
* Industrial shredder
* ParScore scantron for nursing.
* Manikin warranty and maintenance renewal (2)

**Clanton** * WebCams to be utilized with Office 365 for all faculty and staff.
* Headphones with speakers for use with WebCams (3)
* Realspace Axton big & Tall bonded leather high-back chair, dark gray/chrome (2)
* Realspae MFTC 200 Multifunction Ergonomic Super task chair, Black (1)
* Updated laptop computers – Clinical PCs utilized with DocuCare while students are in clinicals (3)
* Quartet Anodized Aluminum Frame enclosed Bulletin Board, 36’Hx48” W, 2 doors
* Large monitors for computers (3)
* Bookcase for

CC-212D* Media towers (lecterns) (2)
* Office desks (3)
* Headwalls with compressors (5)
* Camera unit for recording in Sim lab (1)
* Printer copier for nursing suite (1)
* Renovations for debriefing room
* Debriefing room TV
* Manikin warranty and maintenance renewal (3)

**Continue to provide resources to meet the needs of the students.** | 80% of faculty and students will report satisfaction with available technology resources on all four campuses. | **Jefferson :**Lecterns 6 @ $1374 each = $8, 244Laptops for classrooms 6 @ $1080 each = $6,480.Oversized monitors 3 @ $234 each = $702WebCams 10 @$33.85 (quote from David Blair – IT) = $3345.Industrial shredder @ $1400 = $1400Desk -top computer for faculty offices 8@ $1005.74 = $8,045.92Manikins warranty and maintenance @ $19,839.16Compressors estimate $8,475Standing desk riser $300Faculty office desk $39,560Faculty office chairs $3480New copier $800-$1000Elmo Bundle $1200Smart TV $1200**Shelby:**Industrial Shredder for 1st floor nursing suite @$1400 = $1400Desk-top computers for faculty offices 7 @ $1005.74 = $5028.70Laptop for skill lab 2 @ $1603.Copier/scanner for 3rd floor nursing suite @ $800 = $800Desk -top for ADA students 2@ $1005.74 = $2011.48Laptop computers for testing 60 @1441.20 = $86,472.00WebCams 9 @ $33.85 = 304.65Printer @ $602.27Headphones with speakers 9@ $36 = $648Projectors 3@ $6390 Laptops 3@ $3017.22Updated Software for scantron machine @$475.Stool for scantron room @ $86. Lecterns $2,703.86 Manikin warranty $14,897.Cameras for surveillance CDW = $2,573.31Computer lab = $8872.60 (est.)Media station = $1,351.93**Evening**:Webcams = $135.40Headphones with microphones 4 @$36 each = $144Desk top for secretary = $1005.74L-shaped desk and 5 shelves bookcase = $4600 + $300 = $4900.Large utility carts 2 @ $171.90 = $341.80Microphone system $250**Pell City:**WebCams (2) = $67.70Headphones 3@ $36.00 = $108.Mini PC keyboards for classroom testing 36 @1441.20 = 51,883.20Rolling cart = $171.90Industrial shredder = $1400Par Score Scantron Workstation with (1) year software Assurance = $2,394Manikin warranty $8, 842.08**Clanton:**Web Cams 3@ $33.85 = $101.55Headphones with speakers 3@ $36. = $108Realspace Chair Big/tall 2 @ 369.99= $739.98Realspace Ergonomic chair 1@ $152.99Laptops 3@ $1005.74 = $3017.22Bulletin Board $399.99Oversized monitors 3 @ $234 = $702Bookcase $300Media Towers = $4,872Office desks = $22,127Headwalls with compressors (5) = $13,475Camera unit = $2,573Printer copier = $800To be determinedTV = $860.01Manikin warranty = $9,955 **JSCC purple Table cloths (4) for Pinning Ceremony and Nursing Information Sessions (one tablecloth for each campus) @ $400 each = $1600.** |
| **Purchase the following physical resources:****Jefferson:*** 2 whiteboards 4x8 for GLB 162, 164.
* Provide wireless access to Jefferson, Shelby, Clanton and Pell city

**Shelby** * 72 computer desks (36 each room) and 144 chairs (72 each room) for HSB 305 and 307
* Matching faculty lecterns (2)
* One lateral file cabinet HSB 140 Office
* Request the use of HSB 347 for computerized testing holds 48 students. Will need 24 computerized tables and 48 chairs, instructor lectern, projector and computer.

**Pell City*** Pell city needs table top scanner, large screen monitor and tables and chairs
 | 80% or more of faculty and students report satisfaction with available physical resources. **Students complains that there is not enough WiFi** | **Whiteboards 2 @$2130 each = $4260.****Computer flip desks, chairs, banding (HSB 305/307) = $103,766.40****Matching lecterns = $2,703.86****Lateral file cabinet = $539.99****See Above.****Pell city – 5 ea. HMVR-2472-FX G tables w/modesty panels.****(Ext. $2,717.05)****Pell City – 10 each H5901.H.aB62.T armless ergo chairs (Ext. $1,156.40)** |
| **Faculty incorporates and develops new pedagogies** | 80% or more of faculty report satisfaction with available faculty development funding. | **$500 funding available for each nurse faculty. Would like more funding for National conference attendance at least two faculty annually ($2500 - $3500 annually).****Funding available for ADON to attend a National Nursing Leadership/Education Conference annually (est. cost $2500)** |
| **Student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress.** | Review course reports each semester to identify curriculum deficits and SLO achievements.80% or more of students report satisfaction with the quality of education receive from the NEP.  | **Funding for Annual Advisory Committee Meeting $800****Funding for ACEN/ABON visit, memberships = $3400.****Nursing program pinning programs = $300****Association memberships/liability insurance = $16,210** |
| **Affiliate Contracts** |  | **No funding required.** |
| **Achieve Program Outcomes** | Continue to monitor program outcomes tracking data from each campus. | **Licensure Pass Rate:****2017 October - 2018 September (Incomplete)** **JSCC** **National****Program Completion:****2017-2018 (Incomplete)****Job Placement:****2017-2018 (Incomplete)** |
| **Submitted: August 13, 2018 Brenda O’Neal - Associate Dean of Nursing** |