**Unit Strategic Plan**

**2015 - 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.

**Name of Program/Department: Veterinary Technology Distance Education Program (VTDEP)**

**Mission Statement (for the program or department):**

The mission of the Jefferson State Community College Veterinary Technology Program is to train Veterinary Technicians in a two year educational program with the skills and concepts consistent with the American Veterinary Medical Association- Committee on Veterinary Technician Education and Activities (AVMA-CVTEA) guidelines. The program develops the student’s knowledge of the fundamental principles and skills underlying veterinary technology. This is a distance education program developed to provide students a more accessible education in their preferred field of study. Upon satisfactory completion of the program, students may be eligible to take the National and State Board Exams to become licensed Veterinary Technicians.

**The Veterinary Technology department also strives to meet the following objectives:**

1. Preparation of students to demonstrate clinical competence, provide veterinary assistance and patient care in accordance with guidelines set aside by AVMA-CVTEA.
2. Preparation of students to effectively communicate within the clinical setting with veterinarians, other veterinary technicians, animal assistants and clients.
3. Preparation of students to collect facts, organize data, enhance problem-solving skills and make good judgment decisions even under stressful situations.
4. Preparation of students to be attentive to detail and also be aware of standards and rules that govern veterinary practices.
5. Promote competent care and humane treatment of animals.
6. Provide qualified Licensed Veterinary Technicians to meet the demands of the veterinary community.
7. Promote professional growth and provide continuing education to students and graduates of the program.

**Employment in the Veterinary Field after Graduation: Spring 2012-Summer 2015**

**Graduation # Graduates #Employed Percent Employed after Graduation**

**Spring 2012 6 6 100%**

**Summer 2012 9 9 100%**

**Fall 2012 2 2 100%**

**Spring 2013 3 3 100%**

**Summer 2013 4 4 100%**

**Fall 2013 5 5 100%**

**Spring 2014 11 11 100%**

**Summer 2014 12 12 100%**

**Fall 2014 3 3 100%**

**Spring 2015 6 6 100%**

**Summer 2015 11 11 100%**

 **Number of Students Graduating with an AAS degree in Veterinary Technology &**

R**esults for the Veterinary Technician National Exam (VTNE)**

Students are not eligible to take the VTNE until after graduation. The VTNE is available 3 times a year.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Semester****Graduated** | # ofStudents Graduating | **# Pass Rate VTNE 1st Attempt** | **# Pass VTNE on Repeat Attempt***Graduates not Required to retake VTNE* | **# Did Not Take VTNE***Graduates not Required to take VTNE* | **# pass State Board Exam** | **Total LVT’s**  |
| Spring 2012 | 6 | 4 (67%) | 0 | 0 | **4** | **4 (67%)** |
| Summer 2012 | 9 | 6 (75%) | 0 | 1 | **6** | **6 (75%)** |
| Fall 2012 | 2 | 2 (0%) | 0 | 0 | **0** | **2 (0%)** |
| Spring 2013 | 3 | 2 (100%) | 0 | 1 | **2** | **2 (100%)** |
| Summer 2013 | 4 | 0 (0%) | 3 | 0 | **3** | **3 (75%)** |
| Fall 2013 | 5 | 4 (80%) | 0 | 0 | **4** | **4 (80%)** |
| Spring 2014 | 11 | 2 (22%) | 1 | 2 | **3** | **3 (33%)** |
| Summer 2014 | 12 | 6 (60%) | 2 | 2 | **8** | **8 (80%)** |
| Fall 2014 | 3 | 1 (33%) | 1 | 0 | **2** | **2 (67%)** |
| Spring 2015 | 6 | 3 (75%) | \*Not eligible to **retake** VTNE at this time | 2 | **3** | **3 (75%)** |
| Summer 2015 | 11 | \*Not eligible to take VTNE at this time | \*Not eligible to take VTNE at this time | \*Not eligible to take VTNE at this time | \*Not eligible to take State Boards at this time | \*Not eligible to take VTNE at this time |
|  **Total to Date:** Spring 2012-Summer 2015 | **72** | **30** | **7** | **7** | **37** | **37 (57%)** |

**Enrollment, Attrition, and Graduation Rates from Fall 2005 until Fall 2015**

(Students in the Vet Tech Program may attend full or part-time)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Academic Term****Started Program** | Number of students enrolling  | Attrition rate from enrollment to end of 1st year | Attrition rate after 1st year  | Total attrition  | Graduated | Still Enrolled | **LVT’s** *Graduates not Required to take VTNE* |
| **Fall 2005** | 46 | 15 (33%) | 8(17%) | 23 (50%) | 23 (50%) | 0 | 15 |
| **Spring 2006** | 1 | 0 | 1(100%) | 1(100%) | 0  | 0 | N/A |
| **Fall 2006** | 53 | 24 (45%) | 11(21%) | 35 (66%) | 18 (34%) | 0 | 8 |
| **Spring 2007** | 4 | 1(25%) | 0 | 1(25%) | to date =2 (50%) | to date= 1 (25%) | 0 |
| **Fall 2007** | 25 | 8 (32%) | 3(12%) | 11(44%) | 14 (56%) | 0 | 6 |
| **Spring 2008** | 8 | 3 (38%) | 1(12%) | 4 (50%) | 4 (50%) | 0 | 2 |
| **Fall 2008** | 18 | 6 (33%) | 3(17%) | 9(50%) | 9(50%) | 0 | 5 |
| **Spring 2009** | 16 | 4(25%) | 1(6%) | 5(31%) | 11(69%) | 0 | 4 |
| **Fall 2009** | 22 | 7(32%) | 2(9%) | 9 (41%) | 13 (59%) | 0 | 8 |
| **Spring 2010** | 14 | 8(57%) | 1 (1%) | 9 (64%) | 5 (36%) | 0 | 1 |
| **Fall 2010** | 18 | 9(50%) | 2(11%) | 10(61%) | 8(45%) | 0 | 5 |
| **Spring 2011** | 17 | 12(71%) | 0 | 12(71%) | 5(29%) | 0 | 4 |
| **Fall 2011** | 18 | 2(11%) | 4 (22%) | to date= 6(33%) | 11 (61%) | to date= 1 (6%) | 6 |
| **Spring2012** | 12 | 4 (33%) | 1(8%) | 5 (42%) | 7 (58%) | 0 | 3 |
| **Fall 2012** | 22 | 9 (40%) | 0 | to date= 9(40%) | to date=10 (45%) | to date= 3 (15%) | 4 |
| **Spring 2013** | 14 | 5 (36%) | 0 | 5 (36%) | 9 (64%) | 0 | 8 |
| **Fall 2013** | 21 | 9 (43%) | 1 (4%) | to date= 10(48%) | to date= 7 (33%) | to date= 4 (19%) | 2 |
| **Spring 2014** | 13 | 3 (24%) | 0 | to date= 3(24%) | to date = 5 (38%) | to date= 5 (38%) | \*Not eligible to take VTNE at this time |
| Summer 2014  | Transfer Student | 0 | 0 | 0 | 1 (100%) | 0 | \*Not eligible to take VTNE at this time |
| **Fall 2014** | 28 | 5 (18%) | - | to date= 5 18%) | - | to date=23 (82%) | \*Not eligible to take VTNE at this time |
| **Spring 2015** | 22 | 1(4%) | - | to date= 1(4%) | - | to date=21 (96%) | \*Not eligible to take VTNE at this time |
| **Fall 2015** | 35 | - | - | - | - | to date= 35 (100%) | \*Not eligible to take VTNE at this time |

**Internal Conditions:**

The Veterinary Technology Program is a distance education program which necessitates the ability of the faculty to connect with students virtually. The structure of the program allows students to access all class materials and communication with instructors at their convenience. Access to students is essential to the success of the program and student outcomes, and since faculty must maintain instructional communication with students who have unlimited access, it is important to equip them with the most current computer technology available. Due to the frequent need of the instructors to visit clinical sites, attend community outreach events and answer student questions in non-office hour settings, laptop computers serve to meet this need. Advanced equipment is vital for reviewing and evaluating all essential nursing skills required by the American Veterinary Medical Association (AVMA)/ [Committee on Veterinary Technician Education and Activities (CVTEA)](http://www.avma.org/education/cvea/about_cvtea.asp). All laptop computers have been replaced for the faculty and staff within the last three years and are sufficient for current needs.

**Budget:**

The budget for clinical site equipment, off-site labs, travel, books, and continuing education and office supplies is sufficient but will need adjustments to incorporate education and promotion of the program in the future.

**Staffing:**

The program currently has three full time employees and one part-time (L19) employee. The full time employees include; Jodi D. Turner Bloch, DVM (Program Director and Instructor), Michelle Campbell, LVT (Instructor), and Kristi Rodas, LVT (Instructor). The part-time (L19) employee is Ms. Guyanne Harris, LVT (Clinical Education/Laboratory Assistant). Adjunct faculty and staff are hired as needed to meet program demands.

**Resources:**

The field of veterinary nursing is continually evolving and the faculty and curriculum must remain up to date on all professional advances. This includes but is not limited to continuing education/professional development via professional conferences and other educational opportunities. Currently all faculty and staff are members of the National Association of Veterinary Technicians in America (NAVTA), The Alabama Veterinary Technician Association(AVTA), and the Association of Veterinary Technician Educators (AVTE). The director is a member of the aforementioned professional organizations as well as the Alabama Veterinary Medical Association (ALVMA), and the Jefferson County Veterinary Medical Association (JCVMA). The faculty and staff are also intimately involved in the AVTA annual Continuing Education course held each year. These professional organizations provide continuing education/professional development as well as opportunities to educate the veterinary community about the veterinary technology program.

The majority of our students are receiving off site clinical experience in small animal practices that treat primarily dogs and cats. In order for students to develop nursing skills with exotic and farm animals the program has arranged two off campus wet labs with the University of Alabama Birmingham (UAB) and Foster Farms. UAB holds a one day exotic animal wet lab for our students to gain hands on experience with rats, mice, pigs and rabbits. The hands on lab at Foster Farms give students the opportunity to practice needed clinical skills with cows, horses, goats and chickens. These are invaluable resources that allow students to work with animals not routinely seen in most small animal practices.

**Enrollment:**

The current enrollment, while steady, is not as high as we would anticipate. Several factors may be involved in the lower than expected enrollment. The first is the overall economic environment which makes attending school a luxury that many potential students cannot attain due to financial constraints and the necessity to work full time. The second larger hurdle we face is educating and reminding the public and the veterinary field about the need for only trained Licensed Veterinary Technicians (LVTs) to perform veterinary nursing duties. It is important that the Alabama Practice Act be enforced so that our students, perspective students, and others understand the importance of licensure as related to nursing tasks that are legally allowed to be performed by the LVT versus non-LVT. The third obstacle we must overcome is making the veterinary community and the public aware that Jefferson State Community College offers the Associate Degree in Veterinary Technology. The program is working to educate and promote both the legal duties of an LVT and the program via multiple avenues (i.e. clinical site visits, student contact, professional meetings, high school career days, community events, veterinary publications, marketing mailings, etc.).

**Facilities:**

The office and storage space for our program is adequate at this time.

**Equipment:**

The program currently has access to all needed equipment for a distance education program.

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

**Alabama Community College System (formerly Department of Postsecondary Education:**

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 Veterinary Technology Program.

**Accrediting Agency**:

 The accrediting agency for the Veterinary Technology Department is the AVMA/CVTEA. Full accreditation status was awarded to the Jeff State Veterinary Technology Department on July 13th, 2013. The next accreditation visit will be in 2019. The AVMA/CVTEA requires an Annual Program Review to be submitted each September.

**Advisory Committee:**

The Jeff State Vet Tech Advisory Committee is extremely active in the promotion and advancement of the veterinary technology program. At this time there are 22 veterinarians, 7 licensed veterinary technicians, 2 students, and 2 at large members.

**2013-2014 Accomplishments:**

* Jeff State Veterinary Technician Program was ranked in the Top 10 Distance Learning Programs.
* Twenty Eight students will graduate from the program in 2013-2014.
* All student clinical facilities continue to meet the standards as outlined in the Student Clinical Facility Evaluation Form. This process ensures that all student learning clinics meet or exceed standards for contemporary veterinary facilities as established by the Veterinary Medical Association- Committee on Veterinary Technician Education and Activities (AVMA-CVTEA).
* The Veterinary Technology Department continues to have a 100% job placement rate for all graduates.
* Video examples of all Essential Skills required for the AAS Veterinary Technology Degree by the AVMA/CVTEA have been added to classes.
* Audio lectures are continuing to be added to current classes to enhance student learning.
* All didactic course work has been updated and will continue to be evaluated each semester for ways to improve the student’s learning experience.

**2014 -2015 Accomplishments:**

* The Veterinary Technology Department continues to have a 100% job placement rate for all graduates.
* Ms. Guyanne Harris, LVT was appointed to the Alabama Board of Veterinary Medical Examiners
* All Student Clinical Facilities are visited each semester to ensure that they meet or exceed standards for contemporary veterinary facilities established by the AVMA/CVTEA
* The Alabama Department of Postsecondary Education post-implementation condition for 45 students to graduate within the Academic Years 2011-2012 through 2013-2014 was met. A total of 53 students graduated during the required time period.
* An optional surgery lab was created for students in VET 230 for students to work one-on-on with a faculty member to become proficient in surgical nursing skills.
* An optional dental lab was created for students in VET 240 to work in small groups of 4 with a faculty member to become proficient in dental prophylaxis.

**Unit Goals 2015- 2016**

**Goal 1:** Attract, recruit and retain qualified full-time and part-time faculty and staff to meet the needs of the program.

***Program Outcome:*** *Graduates surveyed will report at least a 80% satisfaction with educational preparation*

1. Objective:
2. Hire credentialed and experienced qualified full-time and part-time faculty/staff as needed.
3. Retain current full-time faculty and staff.
4. Allocate funding to increase current Clinical Education/Laboratory Assistant from 19 hours a week to up to 30 hours a week to meet increased requirements for distant education locations. The AVMA/CVTEA, in the 2012 Accreditation Evaluation Minor Recommendation #7 stated, “The clinic coordinator position be made a full-time position”. The clinical coordinator position for Jeff State is referred to as Clinical Education/Laboratory Assistant
5. Method of Assessment:

**a**. 100% of full-time and part-time faculty will meet the qualifications as required by the

 AVMA/CVTEA.

**b.** Sufficient numbers of faculty to meet student and program outcomes.

1. Student course and graduating student surveys indicate student satisfaction with instruction from full-time and part-time instructors.
2. Meeting all AVMA/CVTEA requirements that off-site student veterinary clinics emulate contemporary veterinary facilities as stated in the AVMA/ CVTEA Accreditation Policies and Procedures - Standards
3. Additional Funding Requests:
	1. Maintain funding as allocated for current faculty and staff.
	2. Funding availability for qualified part-time instructors as needed to meet program demands.
	3. Additional funding to increase the number of hours for the Clinical Education/Laboratory Assistant position from 19 to up to 30 hours a week to meet increased requirements for distant education locations. The AVMA/CVTEA, in the 2012 Accreditation Evaluation Minor Recommendation #7 stated, “The clinic coordinator position be made a full-time position”. $ 24.00/hour

**Goal 2:** First –time examinees (graduates of the program) will have a passage rate equal to or greater than that of the national average on the Veterinary Technology National Exam

***Program Outcomes:*** *Graduates who take the Veterinary Technician National Exam (VTNE) will receive*

 *passing rate equal to or greater than the national average on the VTNE.*

*90% of graduates taking the Alabama State Veterinary Boards will receive a passing score.*

**1**. Objective:

1. Review the National Board Scores sub-scores to see areas that need enrichment.
2. Continue to offer on and off site study groups with faculty/staff and students.
3. Administration of the Jeff State Student Chapter of the National Veterinary Technician’s Association (SCNVTA) student only Face Book page to facilitate camaraderie and to promote and share “real world” case studies from student clinics to enhance didactic learning.
4. Continued review of online curriculum and development of existing course materials.
5. Add the VetTechPrep Review Course to the VET 244- Seminar in Veterinary Technology to give students more practice taking VTNE practice tests.

**2.** Method of Assessment:

1. Performance in VET 244-Seminar in Veterinary Technology
2. Scores on the national boards.
3. Positive student responses and participation in the Jeff State SCNVTA Face Book page.

**3.** Additional Funding Requests:

1. Funding for travel as needed to help with student review sessions as around the state. $2500.00
2. Additional Continuing Education Courses to help faculty and staff with the most effective teaching methods to ensure graduates pass the VTNE. $500.00
3. No funding is needed for Goal 2, 1d1.

**Goal 3:** Maintain full accreditation status from the AVMA/CVTEA.

***Program Student Learning Outcome:*** *Comprehend and apply academic knowledge and perform clinical skills required of an entry level Veterinary Technicians by the AVMA-CVTEA in large, small, avian and exotic medicine.*

**1.** Objective:

* 1. Increase the part-time Clinical Education/Laboratory Assistant (CE/LA) position from 19 hours to up to 30 hours to enable the CE/LA to continue to act as a liaison between the program and the student off-site facilities, as well as to coordinate, implement and monitor all student activities as directed by the AVMA/CVTEA.
	2. Continue to ensure all off-site student clinics meet AVMA/CVTEA standards as mandated and outlined in the “Accreditation Policies and Procedures of the AVMA Committee on Veterinary Technician Education and Activities (CVTEA)” as well as the 2012 AVMA Accreditation Evaluation.
1. Continued to review all online curriculum and development of existing course materials
2. Faculty and staff maintain memberships in national and state professional organizations.
3. The Program Director will attend all triannual meetings of the Alabama Veterinary Medical Association (ALVMA) Board of Directors as required by the AVMA/CVTEA.

**2.** Method of Assessment:

1. Improved communications between program faculty, students and clinical site supervisors.
2. Maintaining all standards set forth by the AVMA/CVTEA for accreditation.
3. Faculty and staff will maintain membership in professional organizations.
4. The Program Director will attend all meetings of the ALVMA Executive Board and present a triannual report.

3. Additional Funding Requests:

1. Funding for necessary travel to all off-site student veterinary clinics as required by the AVMA/CVTEA. $ 8,000.00
2. Additional funding is needed to meet Goal 3a and 3b by increasing the number of hours for the Clinical Education/Laboratory Assistant position from 19 to up to 30. The AVMA/CVTEA, in the 2012 Accreditation Evaluation Minor Recommendation #7 stated, “The clinic coordinator position be made a full-time position”.
3. Increasing the Clinical Education/Laboratory Assistant hours will assist in ensuring that Goal 3 b is maintained.
4. Funding requested under Goal 1, 3c is applicable to Goal 3.
5. Funding for professional institutional membership in the Association of Veterinary Technician Educators and the National Association of Veterinary Technicians in America. $ 260.00
6. Funding for the Program Director to attend the ALVMA/Georgia Veterinary Medical Association Annual Conference in Sandestin, Florida to meet and give a triannual report to the ALVMA Board of Directors: $ 2000.00
7. Funding for the Program Director to attend and present triannual reports to the ALVMA Board of Directors. $ 250.00

**Goal 4:**  Faculty and staff have access to resources sufficient to achieve course and program outcomes for students as required by the “Accreditation Policies and Procedures of the AVMA Committee on Veterinary Technician Education and Activities (CVTEA)”.

***Program Outcomes:*** *Employers surveyed will report at least a 80% satisfaction with educational*

 *preparation*

*Graduates surveyed will report at least a 80% satisfaction with educational preparation*

 **1.** Objective:

1. Hold Veterinary Technician Advisory Meetings to gain insight from veterinarians, licensed veterinary technicians, students and community members on ways to enhance the current program.
2. Continue offering Hands-On Student Labs to assist students with all required large animal, avian, surgical, and dental nursing skills as mandated by the AVMA/CVTEA.
	1. Biannual Large Animal and Avian Lab
	2. Surgical Lab
	3. Dental Lab
3. Create and implement alternative learning models to replace live animals for teaching student’s required nursing skills. Faculty would teach at the individual student clinical sites.

 **2**. Method of Assessment:

* 1. The program will host an annual Veterinary Technician Advisory Board Meeting
	2. 75% satisfaction from students, clinical site supervisors, and faculty with program labs and alternative teaching models.
	3. 80% of all students attending labs and using alternative training techniques will earn a grade of C or higher on the essential nursing skills taught at the lab or using alternative training models.

 **3.** Additional Funding Requests:

1. $ 350.00 for annual Veterinary Technology Advisory Board meeting
2. $600.00 for Biannual Large Animal and Avian Lab ($250.00 x 2 for Site fee and $100.00 for supplies for teaching essential nursing skills required by the AVMA/CVTEA)
3. $500.00 for supplies used in teaching hands on skills within the individual student clinical sites and hands-on labs. Travel funding requested under Goal 3, 3a.
4. $1,600 for Feline Critical Care Manikin to implement alternatives to live animals for teaching required nursing skills

**Unit Goals (2016-2017)**

**Goal 1:** Attract, recruit and retain qualified full-time and part-time faculty and staff to meet the needs of the program.

***Program Outcome:*** *Graduates surveyed will report at least a 80% satisfaction with educational preparation*

1. Objective:
2. Hire credentialed and experienced qualified full-time and part-time faculty/staff as needed.
3. Retain current full-time faculty and staff.
4. Method of Assessment:
5. 100% of full-time and part-time faculty will meet the qualifications as required by the AVMA/CVTEA.

**b**. Sufficient numbers of faculty to meet student and program outcomes.

1. Student course and graduating student surveys indicate student satisfaction with instruction from full-time and part-time instructors.
2. Meeting all AVMA/CVTEA requirements that off-site student veterinary clinics emulate contemporary veterinary facilities as stated in the AVMA/ CVTEA Accreditation Policies and Procedures - Standards
3. Additional Funding Requests:
	1. Maintain funding as allocated for current faculty and staff.
	2. Funding availability for qualified part-time instructors as needed to meet program demands.

**Goal 2:** First –time examinees (graduates of the program) will have a passage rate equal to or greater than that of the national average on the Veterinary Technology National Exam

***Program Outcomes:*** *Graduates who take the Veterinary Technician National Exam (VTNE) will receive*

 *passing rate equal to or greater than the national average on the VTNE.*

*90% of graduates taking the Alabama State Veterinary Boards will receive a passing score.*

**1**. Objective:

1. Review the National Board Scores sub-scores to see areas that need enrichment.
2. Continue to offer on and off site study groups with faculty/staff and students.
3. Administration of the Jeff State Student Chapter of the National Veterinary Technician’s Association (SCNVTA) student only Face Book page to facilitate camaraderie and to promote and share “real world” case studies from student clinics to enhance didactic learning.
4. Continued review of online curriculum and development of existing course materials.
5. Add the VetTechPrep Review Course to the VET 244- Seminar in Veterinary Technology to give students more practice taking VTNE practice tests.

**2**. Method of Assessment:

1. Performance in VET 244-Seminar in Veterinary Technology
2. Scores on the national boards.
3. Positive student responses and participation in the Jeff State SCNVTA Face Book page.

**3.** Additional Funding Requests:

1. Funding for travel as needed to help with student review sessions as around the state. $2500.00
2. Additional Continuing Education Courses to help faculty and staff with the most effective teaching methods to ensure graduates pass the VTNE. $500.00
3. No funding is needed for Goal 2, 1d1.

**Goal 3:** Maintain full accreditation status from the AVMA/CVTEA.

***Program Student Learning Outcome:*** *Comprehend and apply academic knowledge and perform clinical skills required of an entry level Veterinary Technicians by the AVMA-CVTEA in large, small, avian and exotic medicine.*

**1**. Objective:

1. Continue to ensure all off-site student clinics meet AVMA/CVTEA standards as mandated in the 2012 AVMA Accreditation Report (Critical Recommendations #’s 1, 2, 3, & 4)
2. Continued to review of online curriculum and development of existing course materials
3. Faculty and staff maintain memberships in national and state professional organizations.
4. The Program Director will attend all triannual meetings of the Alabama Veterinary Medical Association (ALVMA) Board of Directors as required by the AVMA/CVTEA.

**2.** Method of Assessment:

1. Improved communications between program faculty, students and clinical site supervisors.
2. Maintaining all standards set forth by the AVMA/CVTEA for accreditation.
3. Faculty and staff will maintain membership in professional organizations.
4. The Program Director will attend all meetings of the ALVMA Executive Board and present a triannual report.

**3.** Additional Funding Requests:

1. Funding for necessary travel to all off-site student veterinary clinics. $ 8,000.00
2. Funding requested under Goal 2, 3b is applicable to Goal 3.
3. Funding for professional institutionalmembership in the Association of Veterinary Technician Educators and the National Association of Veterinary Technicians in America. $260.00.
4. Funding for the Program Director to attend the ALVMA/Georgia Veterinary Medical Association Annual Conference in Sandestin, Florida to meet and give a triannual report to the ALVMA Board of Directors: $ 2,000.00.
5. Funding for the Program Director to attend and present triannual reports to the ALVMA Board of Directors. $ 250.00

**Goal 4:**  Faculty and staff have access to resources sufficient to achieve course and program outcomes for students as required by the “Accreditation Policies and Procedures of the AVMA Committee on Veterinary Technician Education and Activities (CVTEA)”.

***Program Outcomes:*** *Employers surveyed will report at least a 80% satisfaction with educational*

 *preparation*

*Graduates surveyed will report at least a 80% satisfaction with educational preparation*

 **1.** Objective:

* 1. Hold Veterinary Technician Advisory Meetings to gain insight from veterinarians, licensed veterinary technicians, students and community members on ways to enhance the current program.
	2. Continue offering Hands-On Student Labs to assist students with all required large animal, avian, surgical, and dental nursing skills as mandated by the AVMA/CVTEA.
		+ 1. Biannual Large Animal and Avian Lab
			2. Surgical Lab
			3. Dental Lab
1. Create and implement alternative learning models to replace live animals for teaching student’s required nursing skills. Faculty would teach at the individual student clinical sites.

 **2.** Method of Assessment:

* 1. The program will host an annual Veterinary Technician Advisory Board Meeting
	2. 75% satisfaction from students, clinical site supervisors, and faculty with program labs and alternative teaching models.
	3. 80% of all students attending labs and using alternative training techniques will earn a grade of C or higher on the essential nursing skills taught at the lab or using alternative training models.

 **3.** Additional Funding Requests:

1. $400.00 for annual Veterinary Technology Advisory Board meeting
2. $600.00 for Biannual Large Animal and Avian Lab ($250.00 x 2 for Site fee and $100.00 for supplies for teaching essential nursing skills required by the AVMA/CVTEA).
3. $500.00 for supplies used in teaching hands on skills within the individual student clinical sites and hands-on labs. Travel funding requested under Goal 3, 3a.
4. $2,600 for Canine Critical Care Manikin to implement alternatives to live animals for teaching required nursing skills.