**Unit Strategic Plan**

**2021- 2023**

**Name of Program/Department: Respiratory Therapy – Shelby Campus**

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

To prepare students as competent registry‐level respiratory therapists through a comprehensive didactic, laboratory and clinical curriculum following the accreditation requirements of CoARC. Graduates will demonstrate competence in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains of respiratory care practice as performed by a Registered Respiratory Therapist (RRT).

This program mission is consistent with the colleges Statement of Philosophy and Purpose in the Jefferson State Community College Catalog and Student Handbook.

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

**RPT Program Admission Statistics**

|  |  |  |
| --- | --- | --- |
| Year | # of Applicants | # Admitted |
| 2018-19 | 23 | 23 |
| 2019-20 | 41 | 19 |
| 2020-2021 | 88 | 34 |
| 2021-2022 | 86 | 29 |

Enrollment for the respiratory therapy program will need to continue to grow to meet the needs of the greater Birmingham area hospitals and medical offices.

**Job Placement Rates**

The respiratory therapy program at Jefferson State is trying to establish an excellent reputation in the greater Birmingham area for providing excellent respiratory therapists. Graduate surveys will be sent 6 – 12 months post-graduation to monitor employment status. Employers from the greater Birmingham area will be invited to an RPT job fair each fall semester to meet the December graduating class.

**Respiratory Therapy Job placement rates**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **# Completed Program** | **Actively Seeking****Employment** | **#Employed in Related Occupations** | **%** |
| 2018-2019 | 19 | 19 | 19 | 100 |
| 2019-2020 | 18 | 18 | 18 | 100 |
| 2020-2021 | In progress | N/A | N/A | N/A |

**Certification Pass Rates:**

**Respiratory Therapy**

**CRT Certification Pass Rates**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **# Completed Program** | **# Taken** **Certification** | **# Pass** **Certification** | **%** |
| 2018-19 | 19 | 19 | 16 | 84% |
| 2019-2020 | 18 | 18 | 13 | 72.2% |
| 2020-2021 | In progress |  |  |  |

**Prior to March 14, 2020, the program was expected to perform at or above the established Benchmark of 80% CRT pass rate for each three-year period as required by CoARC**

**As of March 14, 2020, the program is expected to perform at or above the established Benchmark of 60% of the total number of graduates receiving the high cut score for each 3-year period as required by CoARC.**

**Employer Surveys:**

Employer Surveys will be sent within the first 12 months of employment and will be expected to show an overall satisfaction with the preparation and professional demeanor of graduates who are currently employed.

**Employer Survey Results for RPT**

|  |  |  |
| --- | --- | --- |
| **Employer Surveys** | **Scores on overall program satisfaction** | **Benchmark is 3 on a 5 scale** |
| 2020 | 5/5 returned | 3 or higher |

**Graduate Surveys:**

Graduate Surveys will be sent within the first 12 months of graduation and will be expected to show an overall satisfaction in the program.

**Graduate Survey Results for RPT**

|  |  |  |
| --- | --- | --- |
| **Graduate Surveys** | **Scores on overall program satisfaction** | **Benchmark is 3 on a 5 scale** |
| 2020 | 2/3 returned | 3 or higher |

**Internal Conditions:**

1. **Technology**

A designated lecture/laboratory classroom is equipped with an overhead projector. The classroom also has a desktop computer. Students are also provided with access to computer terminals with Internet capabilities on campus. These computer stations allow students to access web-based curriculum and any other web-based resources that may supplement course content or course assignments.

Faculty offices are equipped with HP and/or Dell laptops. A network printer/copier is shared with Radiology and Evening Nursing in the 3rd floor Nursing Suite.

1. **Budget**

The RPT program has a budget that is adequate to meet program needs, and with funds provided by Perkins (Voc Ed), the program has purchased additional equipment and educational materials to facilitate the new program. Increased funding will be required to purchase additional educational equipment, lab materials, and supplies.

1. **Staffing**

The RPT Program has two full-time core faculty members, David Trott serves as the Program Director. The program is currently in the process of hiring the Director of Clinical Education. In addition, the Program Director can request Part-time hourly (L19) faculty and guest lecturers when needed to meet course goals. If the program grows to its full cohort goal of 40 students, it is likely that the addition of another full-time faculty will be needed. The program also manages five L19 faculty members who primarily assists with the laboratory and lecture needs of the curriculum. The continued hiring of L19s is essential to the success of the program. The department has access to the Associate Dean of Health-Related Programs Executive Secretary. She also assists other programs housed in the Center for Professional, Career and Technical Education.

1. **Resource**

Currently, resources were found to be sufficient in all primary areas: student resources/services, faculty, clinical education, testing/counseling, financial aid, technical support, library resources, equipment/supplies, office space, and effective teaching environments, and administrative/clerical support. Due to the continually evolving field of respiratory therapy, the faculty and curriculum must remain up to date on all professional advancements. The faculty will continue to require funding support to participate in continuing education/professional development.

If advanced certification programs are offered, training for program faculty may be required. Cost associated for faculty training would be considered.

1. **Enrollment**

The RPT program will admit a class size of up to 40 students. It is beneficial for the program, advisory committee and stakeholders to review enrollment, occupational outlook, and community needs annually to ensure program viability and graduate employment.

1. **Facilities**

The program has one dedicated classroom/lab adequate to support the needs of the RPT Program. If the cohort grows to the full 40 students, then more lecture space in another classroom may be needed.

The classroom is equipped with an overhead projector and computer terminal. Other equipment may be arranged for instructional purposes. The classroom is located adjacent to restroom facilities. There is elevator and stair access, and hallways are marked for emergency evacuation purposes. The hallways are also equipped with an Alertus emergency alert beacon, sprinkler system, and fire extinguisher.

There is a designated laboratory area with appropriate equipment. The program also shares access to the adjacent nursing simulation laboratory.

There are three private offices, one for each faculty member and one for L-19 faculty to share. Each office has its own computer, bookcase, and lockable cabinets for keeping confidential files/information. These offices are located within an office suite shared with the Radiology and Evening Nursing programs and the part-time office manager.

1. **Equipment**

Current equipment reflects contemporary practice. The laboratory includes multiple ventilators, diagnostic equipment and other equipment for educational purposes. All electrical equipment receives an annual safety and calibration check by an outside vendor. New equipment receives a safety check prior to being put into service.

Supplies and materials for the program are adequate for classroom laboratory activities, classroom teaching, and supportive activities. The College owns all the clinical equipment used for laboratory sessions.

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

The Respiratory Therapy program at Jefferson State Community College has conditional accreditation from the Commission on Accreditation for Respiratory Care (CoARC).

**2018-2019 Accomplishments:**

The RPT program graduated its first cohort in December 2019.

**2019-2020 Accomplishments**

The RPT program graduated its second cohort in December 2020.

**Unit Goals for 2021-2022**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| **Comply with CoARC Accreditation Criteria**Program Outcome #1. The graduation rate of enrolled students in the RPT Program will be 70% or higher per cohort.Program Outcome #2. At least 80% of graduates will pass the NBRC TMC exam.Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Submission of yearly accreditation fees for program. Rationale: To comply and maintain accreditation for RPT program.
2. All core faculty to be knowledgeable with Accreditation standards. Rationale: To comply with CoARC standards and criteria
3. Submission of yearly individual membership to the American Association for Respiratory care (AARC). Rationale: AARC does not offer institutional membership. The College will benefit from this membership by providing the program faculty with access to materials that are only available to AARC members including: federal legislation, federal regulations, accreditation materials and pertinent program information.
 | 1. Invoices for accreditation and membership fees completed by deadlines established
2. 100% core faculty will annually review most recent accreditation handbook revisions/editions
3. 100% core faculty will annually review essential documents provided by the AARC
 | 1. 2022 Annual fee @ $2,2500.00

 Ongoing1. $00
2. Yearly membership to the AARC @ $111.00
 |
| **Faculty and students will have educational materials that will enhance learning/understanding of essential concepts in clinical education**Program Outcome #2. At least 80% of graduates will pass the NBRC TMC exam.Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Submission of yearly fee for on-line and onsite review seminar. Rationale: To best ready students for the TMC credentialing exam.
2. Approval and purchase of essential lab supplies and oxygen tanks necessary for instruction in relevant therapeutic concepts.
 | 1. Review Pass rates for TMC exam with the NBRC; should meet or exceed the 80% goal.
2. Review comments on Student Evaluation of Instructor and RPT annual survey for any comments as to the adequacy of educational materials

Core faculty to report needs for necessary educational materials | 1. Funding for review seminar

2021: $11,0501. Funding estimate for:

2021: Lab Supplies A – disposables = approximately $8,000.00B – Oxygen tanks = approximately $2,800.00C – Printing = $800.00 |
| **Revise current Student Learning Outcomes (SLOs) for all courses in the program to more adequately document and enhance reporting of student progress in the program.** **Program Outcome #1** The graduation rate of enrolled students in the RPT Program will be 70% or higher per cohort. | 1. Faculty will assess and revise SLO for each assigned course. Rationale: To determine appropriate SLOs for courses.
2. Conduct faculty reviews of SLOs, modify as necessary. Rationale: To provide a forum for discussion and revision of SLOs.
3. Plan methods for assessing SLOs and documenting results. Rationale: To develop and enable an assessment process for SLOs.
 | Assessment of SLOs will be based on judgment of the faculty and performance of the students. It is expected that SLOs and assessments will be continually modified as faculty determine where improvements are needed. Advisory Committee may be consulted as needed. | Funding estimate for:2 advisory meetings @ $200 per meetingOngoing |
| **RPT Faculty and students will have access to safe, operable laboratory equipment reflective of contemporary practice in respiratory therapy**Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Approval and payment of biomed services to run calibration and safety checks on laboratory electrical equipment. Rationale: To maintain safe equipment for use and handling by instructors and students
 | 1. Faculty to annually inventory and inspect equipment and determine if existing equipment is adequate, operable and reflective of current RPT practice

Core faculty to report needs for equipment. | 1. 2021 =$2,000.00 (maintenance, calibration and safety checks)

Ongoing |
| **Faculty will have access to technology and resources sufficient to achieve course and program outcomes.** Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Approval and attendance of annual conference. Rationale: Program sponsor must provide continued professional growth for faculty (CoARC standard 1.04). Participating in annual conference allows the program faculty to provide the evidence and meet this accreditation standard.
2. Use electronic data base to log clinic hours, ratings and journal entries.
 | 1. Core faculty to attend at least one state or national conference each year

 1. DataArc access
 | 1. Funding estimate for professional development:

A - National conference at estimated cost of $2,500 B - State conference at estimated cost of $1,000.00 1. DataArc estimated at $2,800.00 for a full cohort
 |

**Unit Goals for 2022-2023**

|  |  |  |  |
| --- | --- | --- | --- |
| **Unit Goals** | **Objectives** | **Method of Assessment** | **Additional Funding Requests** |
| **Comply with CoARC Accreditation Criteria**Program Outcome #1. The graduation rate of enrolled students in the RPT Program will be 70% or higher per cohort.Program Outcome #2. At least 80% of graduates will pass the NBRC TMC exam.Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Submission of yearly accreditation fees for program. Rationale: To comply and maintain accreditation for RPT program.
2. All core faculty to be knowledgeable with Accreditation standards. Rationale: To comply with CoARC standards and criteria
3. Submission of yearly individual membership to the American Association for Respiratory care (AARC). Rationale: AARC does not offer institutional membership. The College will benefit from this membership by providing the program faculty with access to materials that are only available to AARC members including: federal legislation, federal regulations, accreditation materials and pertinent program information.
 | 1. Invoices for accreditation and membership fees completed by deadlines established
2. 100% core faculty will annually review most recent accreditation handbook revisions/editions
3. 100% core faculty will annually review essential documents provided by the AARC
 | 1. 2023 Annual fee @ $2,300.00

 Ongoing1. $00
2. Yearly membership to the AARC @ $111.00
 |
| **Faculty and students will have educational materials that will enhance learning/understanding of essential concepts in clinical education**Program Outcome #2. At least 80% of graduates will pass the NBRC TMC exam.Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Submission of yearly fee for on-line and onsite review seminar. Rationale: To best ready students for the TMC credentialing exam.
2. Approval and purchase of essential lab supplies and oxygen tanks necessary for instruction in relevant therapeutic concepts.
 | 1. Review Pass rates for TMC exam with the NBRC; should meet or exceed the 80% goal.
2. Review comments on Student Evaluation of Instructor and RPT annual survey for any comments as to the adequacy of educational materials

Core faculty to report needs for necessary educational materials | 1. Funding estimate for review seminar

2023: $8,450.001. Funding estimate for

2022: Lab Supplies A – disposables = approximately $8,000.00B – Oxygen tanks = approximately $2,800.00C – Printing = $800.00 |
| **Revise current Student Learning Outcomes (SLOs) for all courses in the program to more adequately document and enhance reporting of student progress in the program.** **Program Outcome #1** The graduation rate of enrolled students in the RPT Program will be 70% or higher per cohort. | 1. Faculty will assess and revise SLO for each assigned course. Rationale: To determine appropriate SLOs for courses.
2. Conduct faculty reviews of SLOs, modify as necessary. Rationale: To provide a forum for discussion and revision of SLOs.
3. Plan methods for assessing SLOs and documenting results. Rationale: To develop and enable an assessment process for SLOs.
 | Assessment of SLOs will be based on judgment of the faculty and performance of the students. It is expected that SLOs and assessments will be continually modified as faculty determine where improvements are needed. Advisory Committee may be consulted as needed. | Funding estimate for:2 advisory meetings @ $200 per meetingOngoing |
| **RPT Faculty and students will have access to safe, operable laboratory equipment reflective of contemporary practice in respiratory therapy**Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Approval and payment of biomed services to run calibration and safety checks on laboratory electrical equipment. Rationale: To maintain safe equipment for use and handling by instructors and students
 | 1. Faculty to annually inventory and inspect equipment and determine if existing equipment is adequate, operable and reflective of current RPT practice

Core faculty to report needs for equipment. | 1. 2022 =$2,000.00 (maintenance, calibration, and safety checks)

Ongoing |
| **Faculty will have access to technology and resources sufficient to achieve course and program outcomes.** Program Outcome #4. Employers and graduates returning surveys will report 80% satisfaction with educational preparation. | 1. Approval and attendance of annual conference. Rationale: Program sponsor must provide continued professional growth for faculty (CoARC standard 1.04). Participating in annual conference allows the program faculty to provide the evidence and meet this accreditation standard.
2. Use electronic data base to log clinic hours, ratings and journal entries.
 | 1. Core faculty to attend at least one state or national conference each year
2. DataArc access
 | 1. Funding estimate for professional development:

A - National conference at estimated cost of $2,500 B - State conference at estimated cost of $1,000.00 1. DataArc estimated at $2800.00 for a full cohort
 |