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| jscc logo | **Goal Progress Report** |
| **Program:** | **NURSING C-162** | **Report period:** | **2022 -2023** |

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| **Goals** | **Request & Justification/Resources** | **Goal Progress** | **Strategies Implemented & Follow-up** |
| **Attract, recruit, and retain quality full-time and part-time faculty, and support staff to meet the needs of the program.** | Hire permanent replacement FT faculty on all campuses as needed.Hire credentialed and experienced qualified PT faculty and staff. | Hired three FT faculty to replace 1 FT faculty who left Jefferson State, 1 FT to replace a faculty who transferred to the Shelby Campus after 1 faculty retired from the Shelby Campus, and1 FT faculty to replace FT faculty who changed roles to Chairperson and transferred to the Shelby Campus. During this transition we obtained three new faculty hires. Afterwards, one left to work at another community college, one left without reason, and one left FT to transition back to FT. Currently, the simulation supervisor changed to a faculty role, one transferred from Pell City Campus, and we had one new hire.* Recently hired one new faculty to replace Pell City transfer.
* Currently In the process of hiring two new positions-1- Simulation technology specialist and 1 Office Manager for the Shelby Campus.
* Currently there are 28 FT faculty teaching in the Nursing Education Program:
* JC – 8
* SC – 9
* EV – 4
* PC – 3
* CC – 3
* Remediation – 1
1. FT Simulation Supervisor

 1 FT Simulation and Skills Specialist 1 Clinical Nurse Educator 2- FT Support Staff 1- PT Support StaffWe have hired additional PT faculty to supervise in clinicals and skill laboratory. experiences. | We continue to solicit PT instructors by word of mouth through Advisory meetings and phone calls. All PT faculty are invited to the Nurse faculty meeting annually. Discussions include review of program performance, NEP committee reports, and EPSLO updates.We currently utilize 50 to 60 PT faculty each semester on four campuses and five programs. Over 50% of the PT faculty have MSN or higher degrees in nursing. |
| **Faculty and students have access to technology and resources sufficient to achieve course and program outcomes.** | Purchases requested for all four campuses to provide faculty and students access to technology and resources sufficient to achieve EPSLOs and program outcomes. | Fall 2022 student admissions will begin to use Nurse Tim resources to help prepare for NGN.Students continue to utilize Examsoft for testing.Kaplan and Shadow Health resources will phase out after fall 2023.Fall 2023 new resources added to our Wolters-Kluwer bundle via the new Pioneer Pack-Added VSims, Pharmacology resources, PassPoint, and Skill Videos.Equipment and supplies have been received and requisitions are ongoing for equipment and supplies to equalize the simulation and skills labs on all campuses. | Updated equipment, furnishings, renovations, and supplies will be added to the Strategic Plan 2023 - 2024.Updated Bandwidth for Wi-Fi usage will be added to the Strategic Plan 2023-2024.Updated AV equipment for all nursing classrooms to be added to the Strategic Plan 2023-2024.Digital Signage with Software at all campuses to display nursing composite pictures and messages. |
| **Physical facilities promote learning.** | Replace furniture and renovate as needed to meet the needs of the faculty, staff, and students. | **Shelby:**New computer tables with chairs arrived 8/14/2023 for JMB 312, JMB 305, and JMB 307 classrooms.**Jefferson:**New Furniture ordered for study area in GLB 151.Renovations started fall 2023 on GLB 151/153. | Requested renovations on the Jefferson campus to include new paint, flooring with VCT, office chairs in GLB 107, GLB 151 and 153.Requested replacement office furniture for new FT employees in GLB 152 and 154 to be added to the Strategic Plan 2023-2024.Requested furniture, repairs to walls, whiteboards, projector, computer, and screen for classroom GLB 162.Requested all doors to be painted in GLB to remove gold color.Requested expansion of Clanton simulation lab to include a debriefing room to be comparable to other campuses. |
| **Faculty incorporates and develops new pedagogies that create and sustain dynamic learning environments.** | Financial support provided for all faculty to attend conferences, etc. to learn innovative teaching strategies and evaluation methods which will aid in achieving program outcomes | Continue to review course reports each semester to identify curriculum deficits and EPSLOs achievements.First Dean and Directors meeting since Covid held in the spring 2022, fall 2022, and spring 2023. The POIs for all RN courses were reviewed and revised with the State Healthscience Director and other Deans and Directors from other nursing programs with the community college system.Our Partnership continues with UAB with our Joint enrollment option. Committee meets at least twice a year.ADON attended an ACEN conference on the new 2023 standards and one on retention of students. | Faculty will continue to share information regarding upcoming conferences for next year. The Continuing Education Coordinator shares via emails with faculty of upcoming conferences/workshops each semester.Faculty to present to faculty topics learned at conferences to provide CEU opportunities and enhance knowledge. |
| **Student learning outcomes are used to organize the curriculum, guide the delivery of instruction, direct learning activities, and evaluate student progress.** | Review the EPSLOs each semester and revise the evaluation of each competency as needed. | The Expected Levels of Achievement (ELAs) for our EPSLOs were implemented and met for calendar year 2022 on all four campuses.* Human Flourishing
* Patient Centered Care
* Nursing Judgement
* Informatics
* Safety
* Professional Identity
* Teamwork and Collaboration
* Spirit of Inquiry
* Quality Performance
* Evidence-Based Practice
 | All the outcomes were met between 96-100%. Continue to review course reports each semester to identify curriculum deficits and EPSLOs achievements.A NUR Outcome Committee was created in Fall 2022 to better assess and analyze EPSLOs and Program outcomes. Committee tends to meet 1-2 times each semester.The Outcomes Committee is currently reviewing assessment methods to replace Kaplan and Shadow Health which will end after the fall 2023 semester. |
| **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.Requests for equipment and supplies for the simulation and skills labs are equalized on all four campuses | **Goals Achieved**:Affiliation contracts renewed and updated as needed.Several new contracts were initiated in 2022 which included:* Cooper Green Hospital
* Christian Love Pantry
* Community Action
* Arc of St. Clair County

Nursing Apprenticeship Program was started fall 2022 with five apprentices. Currently, one apprentice was unsuccessful with her second attempt in the nursing program, one was unsuccessful with her first attempt and is on hold till summer 2024, two graduated summer 2023, and one will graduate fall 2023.One apprentice started Summer 2023 at Aspire in NUR 113.Apprenticeship Employer Partners* Grandview Medical Center
* Rehab Select
* Childrens of Alabama
* Baptist Montgomery which includes Baptist East, Baptist South, and Prattville Baptist.
* Riverview Regional Medical Center
* Ball Healthcare which includes Arlington Rehabilitation Center, Cherry Hill Rehabilitation Center, and Eastview Rehabilitation Center
* Aspire Rehab-Cahaba Vestavia and Hoover locations.
 | The NEP will continue to assess and obtain clinical sites as needed to provide diverse opportunities for students.Continue to research affiliation with more Long - Term Care facilities.  |
| **Achieve program outcomes:*** **Licensure pass rate**
* **Program completion**
* **Job Placement**
 | Evaluation findings are aggregated and trended by 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. | **Goals Achieved**:Licensure pass rateCalendar Year (Jan. 2022– Dec. 2022)NCLEX report per ABN website 202288.0% NEP pass rate88.86% Alabama pass rate79.9% National pass rate**Program completion:**

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| Spring 2022 | # Adm.Fa‘20 | # CompleteSp. ‘22  | % |
| **JC** | **35** | **19** | **54.2** |
| **SC** | **50** | **21** | **42.0** |
| **CC** | **35** | **23** | **65.7** |
| **PC** | **31** | **12** | **38.7** |
| **Evening** | **38** | **18** | **47.3** |
| Summer 2022 | #Adm,Sp. 21 | # Complete Sum. ‘22 | % |
| **JC** | **38** | **15** | **39.4** |
| **SC** | **51** | **24** | **47.06** |
| Fall 2022 | # Adm. Su. ‘2135 | # Complete Fall ‘22 | % |
| **JC** | **36** | **18** | **50** |
| **SC** | **56** | **27** | **48.2** |

**Program Completion:****Aggregate results** – 2022133/382 (34.8%) completed the nursing program within 100% (5 semesters) (**benchmark is 35%)****Disaggregate results –**

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| Campus | Stu/com | % |
| JC | 31/109 | 28.4 |
| SC | 54/171 | 31.5 |
| CC | 21/33 | 63.6 |
| PC | 9/31 | 29.03 |
| EV | 18/38 | 47.3 |

**Trending:** Students admitted to the nursing program are admitted with lower ranking scores. The data trends show students with ranking scores below 38 tend not to be successful in the nursing program. Our admissions have included ranking scores as low as thirty-three. Students are not completing the program because of illness, financial issues, family problems, decided nursing was not for them, and life issues. Due to all these factors completion rates are lower. However, our NCLEX scores are trending >90% currently. It is noted if retention rates are higher, we have lower NCLEX scores.**Job Placement:**

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| **Spring 2022** | **# Grads** | **# Employed** | **%** |
| **JC** | **19** | **19** | **100** |
| **SC** | **21** | **21** | **100** |
| **CC** | **23** | **23** | **100** |
| **PC** | **13** | **13** | **100** |
| **Eve.** | **18** | **18** | **100** |
| **Summer 2022** | **# Grads** | **# Employed** | **%** |
| **JC** | **15** | **15** | **100** |
| **SC** | **24** | **24** | **100** |
| **Fall 2022** | **# Grads** | **# Employed** | **%** |
| **JC** | **18** | **18** | **100** |
| **SC** | **27** | **27** | **100** |

 | Will continue the Kaplan Nurse Review at the end of the fifth semester for fall 2023. Nurse Think Review will start in spring 2023.Students starting with the Fall 2022 cohort started Nurse Tim Resources which includes a NCLEX Review. These resources reflect NGN teaching strategies and testing.Continue to provide skills blitz, lunch, and learn sessions, remediation course, open skill, and simulation labs. Faculty to meet with students at mid-term and as needed to advise students. Faculty to offer the Loma Linda assessment tool to help students understand what their issue with testing may be. Faculty to continue to incorporate more NGN teaching strategies and activities to bridge the gaps from one course to the next to help decrease attrition rates and keep NCLEX pass rates elevated.The Campus Chairs continue to track each students each semester to establish validity in the completion rates.Continue to monitor and try new strategies to increase NCLEX rates, retention rates, and decrease attrition rates.The NEP continues to get a list of students with jobs prior to pinning. Most of the students have jobs at that time. We continue to use emails, social media, phone calls, and word of mouth to obtain information regarding job placement. Plus, a survey link is being sent to graduates 6-12 months after graduation for updates. We also have chairs documenting on a specific document all the information obtained.  |
| **Submission date: August 18, 2023** | **Submitted by - Anita Naramore – Associate Dean of Nursing** |