

<p>Unit Operational Plan</p> <p>2024-2025</p>

Name of Unit: Nursing Education Program

Mission Statement: The mission of the nursing programs of the Alabama Community College System is to prepare graduates to practice safe, competent, patient-centered care in an increasingly complex and rapidly changing health care system. We seek to provide full and equal access to opportunities for educational success to meet the community needs.

Nursing Philosophy: We believe that nursing is a dynamic profession, blending science with the use of evidence-based practice and clinical reasoning and the art of caring and compassion to provide quality, patient-centered care.

Unit Goals

Unit Goals	Unit Outcome	Institution Strategic Plan	Fundamental Principles
Keep NCLEX Pass Rate > or = to 90%	Continue to monitor NCLEX pass rate results each semester and implement strategies to improve if needed.	II. D. Increase and enhance support for adult learners.	FP 3.2 Physical facilities, technological resources that promote learning. FP 3.4 Student academic, developmental, and support services that assist students in achieving their goals.
Improve completion rates for nursing cohorts.	Continue to monitor completion rates each semester and implement strategies to improve if needed.	II. A. Increase the Fall-to-Fall retention rate. II. D. Increase and enhance support for adult learners.	FP 3.1 A friendly and stimulating atmosphere that is conducive to both formal and informal learning and to cross-cultural awareness. FP. 3.2 Physical facilities, technological resources that promote learning. FP 3.4 Student academic, developmental, and

			support services that assist students in achieving their goals.
Continue to have high employment rates for our nursing graduates.	Continue to monitor employment rates each semester and implement strategies to improve if necessary.	II. D. Increase and enhance support for adult learners.	FP 2.2 Career and professional associate degree programs that integrate general and career specific education and prepare students for immediate employment. FP 3.4 Student academic, developmental, and support services that assist students in achieving their goals.
Provide data needed for program improvement.	Continue to collect and track aggregate and disaggregate data each semester.	II. D. Increase and enhance support for adult learners.	FP 4.4 Continual improvement through ongoing evaluation and advocacy of innovation in teaching and learning.
Continue to promote the nursing apprenticeship program.	The ADON and Clinical Educator will continue to provide opportunities to nursing students and potential employers to continue the apprenticeship program.	II. D. Increase and enhance support for adult learners.	FP 2.2 Career and professional associate degree programs that integrate general and career specific education and prepare students for immediate employment. FP 3.2 Physical facilities, technological resources that promote learning. FP 3.4 Student academic, developmental, and support services that assist in achieving their goals.
Keep Continuing Accreditation for our	The NEP faculty and staff will work with the	II. A. Increase the Fall-to-Fall retention rate.	FP 3.2 Physical facilities,

RN program and obtain initial accreditation for the LPN option with ACEN.	ADON to complete a well written self-study for both program options and keep the standards of best practice going throughout the program.	II. D. Increase and enhance support for adult learners. IV. B Increase opportunities for professional development for all employees.	technological resources that promote learning. FP 3.4 Student academic, developmental, and support services that assist in achieving their goals.
Obtain national accreditation for our simulation labs.	The ADON, simulation staff, and faculty will continue to provide best practice opportunities to students in simulation, implement appropriate policy and procedures, complete appropriate documentation, and write a well written self-study.	I. C 1. Create opportunities for education and training in the Paraprofessional field. II. D. Increase and enhance support for adult learners. IV. B Increase opportunities for professional development for all employees.	FP 3.2 Physical facilities, technological resources that promote learning. FP 3.4 Student academic, developmental, and support services that assist in achieving their goals.
Start Award Program for Faculty and Students to promote engagement.	Assist in providing the DAISY award annually at each campus for extraordinary faculty and students.	II. E Increase the number of awards and credentials earned by students.	FP 2.4 Certificate programs and other learning opportunities that enable students to acquire specific training to prepare for employment or advancement in jobs requiring skilled employees.
Obtain Student Outcome Software	Assist with student tracking of outcomes, weakness in curriculum, and retention. Provide institutional data that are valid and reliable.	II. A. Increase the Fall-to-Fall retention rate. II. D. Increase and enhance support for adult learners.	FP 3.4 Student academic, developmental, and support services that assist in achieving their goals.
Upgrade and Refresh AV Technology for all simulation labs (all campuses).	Continue to provide the latest EBP methods for simulation accreditation.	III B. Continue to improve aesthetics and infrastructure at all locations.	FP 3.2 Physical facilities, technological resources that promote learning.

Update Nursing Conference Room (GLB140) and Classroom Technology with new AV technology	Assist with student learning and outcomes by providing an up-to-date learning environment.	II. D. Increase and enhance support for adult learners. III B. Continue to improve aesthetics	FP 3.2 Physical facilities, technological resources that promote learning.
Update and renew simulation scenarios that reflect the latest EPB.	Assist with student learning outcomes by providing an up-to-date learning environment.	I. C 1. Create opportunities for education and training in the Paraprofessional field.	FP 3.2 Physical facilities, technological resources that promote learning. FP 3.4 Student academic, developmental, and support services that assist in achieving their goals.
Replace Outdated and Nonfunctional Skills and Simulation equipment	Continue to provide training equipment to enhance student learning and outcomes.	II. D Increase and enhance support for adult learners.	FP 3.4 Student academic, developmental, and support services that assist in achieving their goals.
Obtain new simulation equipment that reflect a realistic environment.	Assist with student learning and outcomes by providing an up-to-date learning environment.	II. D Increase and enhance support for adult learners.	FP 3.2 Physical facilities, technological resources that promote learning
Replace Outdated and nonfunctioning Laptop computers	Provide online testing opportunities to students to reflect on what will be done with their NCLEX exam.	II. D. Increase and enhance support for adult learners. III B. Continue to improve aesthetics and infrastructure at all locations.	FP 3.2 Physical facilities, technological resources that promote learning
Implement a retention program for students.	Provide Opportunity for students to enhance their leaning abilities and improve student outcomes	II. A. Increase the Fall-to-Fall retention rate.	FP 3.4 Student academic, developmental, and support services that assist in achieving their goals.
Obtain Digital Signage software for nursing composites.	Enable portraits to be digitalized due to lack of space for portraits.	III B. Continue to improve aesthetics and infrastructure at all locations.	FP 3.1 A friendly and stimulating atmosphere that is conducive to both formal and informal

			learning and to cross-cultural awareness.
Replace and Obtain Industrial Shredders	Enable confidential documents to be safely and effectively destroyed.	III B. Continue to improve aesthetics and infrastructure at all locations.	FP 3.5 Necessary financial support, administrative structure, and institutional support services that facilitate the college's operation.
Increase Professional Development Funding and Opportunities for National Conferences	Maintain the CEU requirements, enhance learning regarding teaching strategies, accreditation, and leadership.	IV. B Increase opportunities for professional development for all employees.	FP 4.2 Professional development experiences that enable personnel to maintain currency in their prospective fields, increase their awareness and use of alternative methods of meeting the needs of a diverse student population and develop innovative approaches to fulfilling their roles in the institution. FP 4.3 A working environment that supports employee wellness and job satisfaction.
Refresh technology and furniture for nursing buildings, offices, and classrooms.	Improve the overall appearance and function for students and faculty to compete with other nursing programs.	III. B Continue to improve aesthetics and infrastructure at all campuses.	FP 4.3 A working environment that supports employee wellness and job satisfaction.
Provide and promote team building murals to enhance student and faculty engagement.	Improve the appearance of the buildings and promote teamwork and collaboration.	III. B Continue to improve aesthetics and infrastructure at all campuses.	FP 4.3 A working environment that supports employee wellness and job satisfaction.
Provide warranties on all simulation manikins and hospital beds.	Continue to keep all simulation and skills equipment in workable conditions.	II. D Increase and enhance support for adult learners.	FP 3.2 Physical facilities, technological resources that promote learning

Unit Plan for the next year: 2024-2025

1. **Goals-** The activities through which the outcome will be achieved. Each unit outcome should have at least one goal.
2. **Method of Assessment-** How the unit will determine if the objective has been met.
3. **Funding/Rationale-** Provide an estimate of the cost of achieving the objectives. Also, include a description of how these funds will be used to accomplish the objectives.

Goal	Assessment	Funding/Rationale
Keep NCLEX Pass Rate > or = to 90%	The NEP faculty and staff will work with the ADON to continue to monitor NCLEX pass rate results each semester and implement strategies to improve if needed.	No funding necessary.
Improve completion rates for nursing cohorts.	The NEP faculty and staff will work with the ADON to continue to monitor completion rates each semester and implement strategies to improve if needed.	No funding necessary.
Continue to have high employment rates for our nursing graduates.	The NEP faculty and staff will work with the ADON to continue to monitor employment rates each semester and implement strategies to improve if necessary.	No funding necessary.
Provide data needed for program improvement.	The NEP faculty and staff will work with the ADON to continue to collect and track aggregate and disaggregate data each semester.	No funding necessary.
Continue to promote the nursing apprenticeship program.	The ADON and Clinical Educator will continue to provide opportunities to nursing students and potential employers to continue the apprenticeship program.	No funding necessary.
Keep Continuing Accreditation for our RN program and obtain initial accreditation for the LPN option with ACEN.	The NEP faculty and staff will work with the ADON to complete a well written self-study for both program options and keep the standards of best practice going throughout the program.	Accreditation Fees: 5 Visitors RN continued accreditation-\$4,375.00. LPN option-\$2,500.00 Travel and Hotel-\$12,000. Meals\$5,000

		Incidentals (snacks, welcome gift etc.) \$-1,000.00
Obtain national accreditation for our simulation labs.	The ADON, simulation staff, and faculty will continue to provide best practice opportunities to students in simulation, implement appropriate policy and procedures, complete appropriate documentation, and write a well written self-study.	Accreditation Fees Provisional Simulation accreditation fees \$4,000
Obtain Student Tracking Outcome Software	New software will be obtained, and the NEP will be trained to utilize the new program to track students progress withing the program, identify the student's area of weakness within the curriculum, and obtain accreditation reports to help with attrition, retention, and accreditation.	Enflux software Cost: 21,600.00 a year which covers all campuses.
Start Award Program for Faculty and Students to promote engagement.	Assist in providing the DAISY award annually at each campus for extraordinary faculty and students.	\$500.00 annually
Replace, Upgrade, and Refresh AV-VAD Technology for all simulation labs (all campuses).	Video Assisted debriefing technology (VAD)is essential technology to record and playback student performance in simulations for debriefing purposes.	Replace AV-VAD Recording System for all campus simulation labs-Currently non-functioning. \$41,000
Update Nursing Conference room (GLB 140) and Nursing Classrooms Technology with new AV technology (13 total for all 4 campuses).	The nursing education program (NEP) does not have the capability in our conference room to hold meetings or stream meetings for our faculty and staff like other programs within the college. Our classrooms need to be updated with updated technology to provide the best teaching options for our faculty and students. Nursing is one of the biggest programs	<ul style="list-style-type: none"> • Nursing Conference Room (GLB 140)-Video Conference System like RBC 234 with monitor or Smartboard. -\$10,000 • AV Technology with interactive lecterns -13 Nursing Classrooms all campuses. \$415,365.00 • Remarkable Tablets with pen and covers-\$1,850.00 Total for (4)

	<p>with a campus onsite presence and yet we do not have the capabilities that other classes have in their classrooms.</p> <p>GLB 162 was approved to be updated for use, but these items need to be added to make it functional.</p>	<ul style="list-style-type: none"> • Microphones for lecterns at Shelby \$120.00 • Projector and Screen GLB 162 Jefferson \$-3,500 <p>Total-\$430,835.00</p>
Update and renew simulation scenarios that reflect the latest EPB.		<ul style="list-style-type: none"> •
<p>Update and renew simulation scenarios that reflect the latest EPB.</p> <p>Replace Outdated and Nonfunctional Skills and Simulation equipment to reflect best practice.</p>	<p>Current scenarios are outdated and not best practice anymore.</p> <p>The continued multiple use of skills and simulations equipment each semester causes non-functional and worn-out equipment. Plus, new advances in healthcare brings in new models with updated versions.</p>	<ul style="list-style-type: none"> • Simulation Scenarios with the latest advances and UpToDate EBP \$3,250.00 • MH Scenarios-\$3,250.00 • Medication administration and dispense system. \$29,300.00 • Bed Linens-all campuses. \$1,000.00 • Alaris IV Pumps (6) \$143,868.00 <p>Total-\$180,668.00</p>
Obtain new simulation and skills lab equipment with the latest technology that reflects best evidence-based practice.		<ul style="list-style-type: none"> • VR Technology with oculus headsets \$ 189.00/yr. student cost to be included with tuition. Oculus headsets-\$50@299.00 =14,950.00 or 4@ 299.00 (Pilot program) =\$1,196.00 • Simulation Wearables for true to life patients \$185,000 for complete package • Sim2Grow System \$13,889.00 x4 for each campus=\$55,556.00

		<ul style="list-style-type: none"> • Chest Tube Manikin With functioning chest tube x4 \$16,000 for classroom use. • Computer software licensing related to EKGs and the anatomy of the body to use with current donated equipment from Bio-Med department. \$10,000 <p>Total-\$267,752.00-281,506.00. Depending on the number of oculus purchased.</p>
Replace Outdated and nonfunctioning Laptop computers for student testing.	Laptops are currently 3 years old and have multiple use on a daily basis.	\$ 290 laptops all campuses @ 750 each= Total \$21,750
Implement a retention program for students.	ATI has a new retention program that would be beneficial to the students and increase completion and retention rates.	\$ ATI Launch-Paid by students \$250.00 per student \$ 70.00 Teas Test Total-\$325.00 cost for the student. No Cost for school
Obtain Digital Signage software for nursing composites.	We have multiple nursing composite pictures that date back to the 1970's. We have run out of wall space and would like to have them digitalized.	\$35,200 for 4 campuses Plus, monitors- 2 per campus @ \$20,000 Total-\$ 55,200
Replace and Obtain nonfunctioning Industrial Shredders	The NEP program has multiple confidential documents that are shredded on a daily basis. We need to replace the old shredder at Jefferson that does not work properly and obtain one for the Evening Nursing program.	\$ 3,700.00 Total
Increase Professional Development Funding and Opportunities for National Conferences to meet ACEN	Nurses are required to obtain 24 CEUs to keep their required license current. The NEP has not been able to attend	<ul style="list-style-type: none"> • 28 faculty @800.00 yr.= \$22,400. • \$18,000 annual conferences to be

<p>requirements to stay current in areas of teaching.</p>	<p>National Conferences due to cost for keeping current with the latest teaching, leadership, and accreditation information available to other faculty.</p>	<p>rotated each year among faculty.</p> <ul style="list-style-type: none"> • Purchase Deanne Blach CEU subscription for live workshops-\$3,000 annual fee. <p>Total-\$43,400.00</p>
<p>Refresh technology and furniture for nursing buildings, offices, and classrooms.</p>	<p>The Nursing Program competes with other nursing programs within a close proximity to our locations. Our resources need to be up to date with the latest technology and our nursing building environments need to be competitive with the other programs we compete with on a daily basis.</p> <p>Copiers to do have a stapler function which is time consuming when you have to separate a large number of copies to staple.</p> <p>Clanton nursing is the only one without tables and chairs for the classroom.</p>	<ul style="list-style-type: none"> • Tables and Chairs for GLB 162 25 Tables@450=\$11,250.00 50 Chairs @250.=\$12,500.00 Stool -\$450 Lectern-\$750.00 Projector-\$2,800. Screen- \$1,000 • Tables and Chairs for two classrooms at Clanton Campus CC 214- 60 chairs @ \$250.00 =\$15,000.00 and 60 tables @450.00 each = \$27,000. CC 216-40 tables@450 =\$18,000 and 80 chairs@250=\$20,000 • Lectern and Faculty stools x2-CC 214 and CC 216 2-Stools -\$900.00 Lectern-\$750.00 • Update GLB student areas with furniture. \$15,000. • Update Shelby JMB student areas with furniture. \$15,000 • Add stapler function to copiers at Jefferson Campus and Evening program. \$3500 • Versa Standing Desk

		<p>\$500.00 GLB 148 classroom</p> <ul style="list-style-type: none"> • High back stools nursing skills lab-JMB 241 <p><u>6@250.00=\$1,500.00</u></p> <p>Total: \$145,900.00</p>
Provide and promote team building murals to enhance student and faculty engagement.	Student and faculty bonding is essential to provide an environment conducive to learning. This would provide a collaboration among faculty and students and provide an aesthetic appeal to the nursing program facilities.	Total \$10,000 for 4 campuses.
Provide warranties on all simulation manikins and hospital beds.	Essential for maintenance of skills and simulation equipment.	<p>Manikins-\$145,000</p> <p>Beds \$ 15,000</p> <p>Total-\$160,000</p>