Unit Operational Plan 2024-2025

Name of Unit: <u>Nursing Education Program</u>

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

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

Conference Room (GLB140) and Outcomes by providing an up-to-date learning environment.	Update Nursing	Assist with student	II. D. Increase and	FP 3.2 Physical
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Classroom Technology with new AV technology environment.		_		· ·
Technology with new AV technology Update and renew simulation scenarios that reflect the latest EPB. Replace Outdated and Nonfunctional Skills and Simulation equipment Obtain new simulation equipment that reflect a realistic environment. Replace Outdated and nonfunctioning Laptop computers Replace Outdated simulation equipment that reflect a realistic environment. Replace Outdated and nonfunctioning Laptop computers Provide online testing opportunities to students a reflect on what will be done with their NCLEX exam. Implement a retention program for students. Implement a retention program for students. Implement a retention program for students. In the Paraprofessional field. I. C 1. Create opportunities for education and training in the Paraprofessional field. I. C 1. Create opportunities for education and training and enhance support for adult learning and enhance support for adult learners. III. D Increase and enhance support for a	` '	·		_
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		student outcomes		
				their goals.
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software for nursing digitalized due to lack improve aesthetics stimulating	software for nursing		I	stimulating
composites. of space for portraits. and infrastructure at atmosphere that is	composites.	of space for portraits.	and infrastructure at	atmosphere that is
all locations. conducive to both			all locations.	conducive to both
formal and informal				formal and informal

			learning and to cross-
			cultural awareness.
Replace and Obtain	Enable confidential	III B. Continue to	FP 3.5 Necessary
Industrial Shredders	documents to be	improve aesthetics	financial support,
	safely and effectively	and infrastructure at	administrative
	destroyed.	all locations.	structure, and
	-		institutional support
			services that facilitate
			the college's
			operation.
Increase Professional	Maintain the CEU	IV. B Increase	FP 4.2 Professional
Development Funding	requirements,	opportunities for	development
and Opportunities for	enhance learning	professional	experiences that
National Conferences	regarding teaching	development for all	enable personnel to
	strategies,	employees.	maintain currency in
	accreditation, and		their prospective
	leadership.		fields, increase their
	10000.0		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.
Pofroch toohnology	Improve the overall	III. B Continue to	
Refresh technology and furniture for	·		FP 4.3 A working
	appearance and	improve aesthetics and infrastructure at	environment that
nursing buildings,	function for students		supports employee
offices, and	and faculty to	all campuses.	wellness and job
classrooms.	compete with other		satisfaction.
Due vide and museus sta	nursing programs.	III. D. Continue to	ED 4.0.Aankina
Provide and promote	Improve the	III. B Continue to	FP 4.3 A working
team building murals	appearance of the	improve aesthetics	environment that
to enhance student	buildings and	and infrastructure at	supports employee
and faculty	promote teamwork	all campuses.	wellness and job
engagement.	and collaboration.		satisfaction.
Provide warranties on	Continue to keep all	II. D Increase and	FP 3.2 Physical
all simulation	simulation and skills	enhance support for	facilities,
manikins and hospital	equipment in	adult learners.	technological
beds.	workable conditions.		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 =	The NEP faculty and staff will	No funding necessary.
to 90%	work with the ADON to	
	continue to monitor NCLEX	
	pass rate results each	
	semester and implement	
	strategies to improve if	
	needed.	
Improve completion rates for	The NEP faculty and staff will	No funding necessary.
nursing cohorts.	work with the ADON to	
	continue to monitor	
	completion rates each	
	semester and implement	
	strategies to improve if	
	needed.	
Continue to have high	The NEP faculty and staff will	No funding necessary.
employment rates for our	work with the ADON to	
nursing graduates.	continue to monitor	
	employment rates each	
	semester and implement	
	strategies to improve if	
	necessary.	
Provide data needed for	The NEP faculty and staff will	No funding necessary.
program improvement.	work with the ADON to	
	continue to collect and track	
	aggregate and disaggregate	
	data each semester.	AL C. I'.
Continue to promote the	The ADON and Clinical	No funding necessary.
nursing apprenticeship	Educator will continue to	
program.	provide opportunities to	
	nursing students and potential	
	employers to continue the	
Koon Continuing Approditation	apprenticeship program.	Approditation Face: F Visiters
Keep Continuing Accreditation for our RN program and obtain	The NEP faculty and staff will work with the ADON to	Accreditation Fees: 5 Visitors
initial accreditation for the	complete a well written self-	RN continued accreditation-
LPN option with ACEN.	study for both program	\$4,375.00.
LEN OPTION WITH ACEN.	options and keep the	LPN option-\$2,500.00
	standards of best practice	Travel and Hotel-\$12,000.
	going throughout the program.	Meals\$5,000
	going throughout the program.	เมษายน

		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	 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)

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Update and renew simulation	with a campus onsite presence and yet we do not have the capabilities that other classes have in their classrooms. GLB 162 was approved to be updated for use, but these items need to be added to make it functional.	 Microphones for lecterns at Shelby \$120.00 Projector and Screen GLB 162 Jefferson \$-3,500 Total-\$430,835.00
scenarios that reflect the latest EPB.		
Update and renew simulation scenarios that reflect the latest EPB. Replace Outdated and Nonfunctional Skills and Simulation equipment to reflect best practice.	Current scenarios are outdated and not best practice anymore. 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.	 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
Obtain new simulation and skills lab equipment with the latest technology that reflects best evidence-based practice.		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

		 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
		Total-\$267,752.00- 281,506.00. Depending on the number of oculus purchased.
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 t hat 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	 28 faculty @800.00 yr.=\$22,400. \$18,000 annual conferences to be

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requirements to stay current in areas of teaching. Refresh technology and	National Conferences due to cost for keeping current with the latest teaching, leadership, and accreditation information available to other faculty. The Nursing Program	rotated each year among faculty. • Purchase Deanne Blach CEU subscription for live workshops-\$3,000 annual fee. Total-\$43,400.00 • Tables and Chairs for
furniture for nursing buildings, offices, and classrooms.	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. Copiers to do have a stapler function which is time consuming when you have to separate a large number of copies to staple. Clanton nursing is the only one without tables and chairs for the classroom.	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

		\$500.00 GLB 148 classroom • High back stools nursing skills lab-JMB 241 6@250.00=\$1,500.00 Total: \$145,900.00
Provide and promote team	Student and faculty bonding is	Total \$10,000 for 4
building murals to enhance	essential to provide an	campuses.
student and faculty	environment conducive to	
engagement.	learning. This would provide a	
	collaboration among faculty	
	and students and provide an	
	aesthetic appeal to the	
	nursing program facilities.	
Provide warranties on all	Essential for maintenance of	Manikins-\$145,000
simulation manikins and	skills and simulation	Beds \$15,000
hospital beds.	equipment.	Total-\$160,000