2016-2017 Instructional Program Review Annual Update

1. Discipline/Area Name: Vocational Nursing Program	For: **2018-2019**
2. Name of person leading this review: Candace Martin	
3. Names of all participants in this review: Candace Martin, Elizabeth Sundberg	

4. Status Quo option: Year 1: Comprehensive review ☐ Year 2: Annual update or status quo option ☐ Year 3: Annual update ☐ Year 4: Annual update or status quo option ☒	In years two and four of the review cycle, programs may determine that the program review conducted in the previous year will guide program and district planning for another year. ☐ Check here to indicate that the program review report written last year accurately reflects program planning for the current academic year. (Only programs with no updates or changes may exercise the status quo option. All others will respond to questions 6 – 13.)

Number of Full-time Faculty 1   **Number of Part-time Faculty** 2

Data/Outcome Analysis and Use

5. **Please review the <u>subject level data</u> and comment on trends (more data will be available the Program Review <u>web page</u>):**

Indicator	2012-2013	2013-2014	2014-2015	2015-2016	Recent trends?	Comment
Enrollment #	61	18	24	9	Decrease	Program cycle changed from admitting annually to biannually
# of Sections offered	10	2	6	1	Decrease	SAA
# of Online Sections offered	0	0	0	0	No Change	
# of Face-to-Face Sections offered	10	2	6	1	Decrease	SAA
# of Sections offered in Lancaster	10	2	6	1	Decrease	SAA
# of Sections in other locations	0	0	0	0	No Change	
# of Certificates awarded	21	0	0	9	Decrease	SAA
# of Degrees awarded	0	0	0	0	No Change	
Subject Success Rates	88.9	100	80.3	100	No Change	
Subject Retention Rates	95.2	100	91.5	100	No Change	
Full-time Load (Full-Time FTEF)	13.98	0		0.9	Decrease	SAA

Part-time Load (Part-time FTEF)	0.38	0	2.38	0	Increase	FT VN faculty reduced from 2 to 1
PT/FT FTEF Ratio	1	0	0	0.8	Increase	FT VN faculty reduced from 2 to 1

#	Indicator	Comments and Trend Analysis
7.	If applicable, report program/area data showing the quantity of services provided over the past four years (e.g. # of workshops or events offered, ed. plans developed, students served)	We have a success counselor who meets with nursing students to develop and update educational plans, assists students with stress and anxiety, and works with students on their study skills. 85 students were served as each student required an updated Ed. Plan. The skills lab is open and available to students 6 hours per day/five days a week. Skills lab check-offs and simulations have been expanded to allow students more opportunities to practice in a realistic safe environment. Video streaming was purchased for all students so they would have access to nursing videos at school and at home. Students also utilize campus resources such as Learning Center, OSD and SI.
8.	Student success and retention rates by equity groups within discipline	Review and interpret the subject data by race/ethnicity and gender. Identify achievement gaps. List actions that are planned to meet the Institutional Standard of **69.1%** for student success and to close achievement gaps: The following is a four-year compilation of the data related to student success: African American: 93% Hispanic: 90.5% White Non-Hispanic 94.75% Other: 98.5% Female: 92.75% Male: 89% The data indicates that there are no significant achievement gaps among equity groups. The Institutional Standard of 69.1% has been exceeded.
9.	Career Technical Education (CTE) programs: Review the labor market data on the California Employment Development Department website for jobs related to your discipline.	Comment on the occupational projections for employment in your discipline for the next two years and how the projections affect your planning: "Nationally, the Bureau of Labor Statistics projects employment of LVNs to grow 25% between 2012 and 2022, much faster than the average for all occupations. In California, the Employment Development Department projects 22.5% in LVN employment from 2010 through 2020." (Board

of Vocational Nursing and Psychiatric Technicians 2014 Sunset Review Report, p. 71, online BVNPT.ca.gov)

The labor market for LVNs is very good. 100% of the last group of students to graduate are working as LVNs. Also, the VN program received over 150 applicants during the last admitting cycle of 2016 (only 25 were admitted) indicating a community need for the program. It is planned to return to the 1-year program with the next class in the fall 2018 and begin admitting students annually. Also, two full-time instructors should be added to the program to increase the number of students to be admitted to 40.

10. Cite examples of using action plans (for SLOs, PLOs, OOs, ILOs) as the basis for resource requests and how the allocation of those resources or other changes resulted in improved outcomes over the past four years.

SLO/PLO/OO/ILO	Action Plan	Current Status	Impact of Action
PLO 1, 4 SLO 1 for all courses	Update supplies and materials for demonstrating basic skills for use in the skills lab practice.	**Ongoing**	**Students have demonstrated a very high success rate related to the weekly and summative evaluations for each class which includes nursing skills.** The students continue to have a well-equipped skills lab, supplied with materials needed to practice fundamental and advanced skills. They are given simulations and scenarios to enhance their learning experience. District, Block and Prop 20 funds were used to purchase supplies that students use to practice administration of oral, intramuscular and intravenous medications, Foley insertion, wound care, vital sign machine, manikins, and other required skills.
SLO 1 for all courses	Course to be offered 2015-2016 cycle	**Completed**	**All VN courses were offered 2015-1016 cycle.**
SLO 1 for all courses	Continue with Virtual Clinical Excursions	**Ongoing**	**Virtual Clinical Excursions is an online program implemented in fall 2015. It has resulted in a dramatic increase in the programs NCLEX pass rate which is currently 91%.**
SLO 1 for all courses	Encourage students to utilize on campus resources, especially test-taking workshops,	**Ongoing**	**Students utilize the many resources available on campus such as OSD, the Learning Center, and the Library.**

	study strategies, and time management.		

11. Review the goals identified in your most recent comprehensive self-study report and any subsequent annual reports. Briefly discuss your progress in achieving those goals.

Goals/Objectives	Current Status	Impact of Action (describe any relevant measures/data used to evaluate the impact)
#1 Increase student success in the program and on the NCLEX	Ongoing	The overall program attrition for the last graduating VN class continues to be high. As noted in the 2015-2016 program review, this high attrition rate is contributed to the lack of preparation and academic skills of students entering the program. The admission criteria require students to have a high school diploma or GED. Students are advised to take AVC assessment tests and achieve a recommended score in English, Math, and Reading. But these are only advisements, not requirements. To help decrease the attrition, students are required to submit an ed. plan (completed within last year) with application, and attend a mandatory orientation. The program will undergo a major revision in the fall and a review of these criteria will be made. The NCLEX pass rates the 2013, 2014, 2015, and 2016 were 82%, 62%, 100%, and 91% respectively. (2015 had one test-taker.) 72.45% was the state average and 80.88% was the national average. The goal of the VN program is to consistently score in the 80th percentile on the NCLEX.
#2 Maintain BVNPT approval.	Ongoing	The VN program was approved for another 3 year cycle.
#3 Hire a third full-time instructor.	Ongoing	Two full-time faculty taught the VN program with a request for a third full-time faculty in previous program reviews. When the program went on hiatus in 2013, one full-time position was given to the ADN program for the skills lab. Thus, currently, there is only one full-time position slotted for the VN program. The second full-time position needs to be replaced so that student success can be achieved. A third full-faculty is needed to return to previous enrollment numbers of 30 to 45 students.
#4 Develop a 12-month Vocational Nursing Program.	Ongoing	The 12-month VN program was implemented Fall 2010 and went on hiatus 2013 – 2014. When it was reinstated Fall 2014, the decision was made to offer the last course, VN 113 in fall 2015 instead of the summer session 2015. This is an eight week course that was designed to be taken in the summer. It is extremely disadvantages to students to take the class in the fall instead of summer. When completed in summer, the students' transcripts are compiled within a couple of weeks of graduation and sent with their application to the BNVPT. Currently, students graduate from the program in October, necessitating the students to wait until the end of the semester to process their applications. This delays

		their ability to take the NCLEX by several weeks, decreasing the chance to be successful.
#5 Develop a plan to ensure a full class in VN 110.	Ongoing	The program reinstituted the policy of admitting alternate students into VN 110 to replace students that drop the first six weeks of class. The goal was to admit 2 alternative students to VN 110. One alternative student was in attendance the first day of class. The number of students dropped to 23 by the end of six weeks. Four alternative students should be admitted with the next class.
#6 Hire a part time technician to maintain computer equipment in the computer lab.	Completed	This goal has been achieved since a full time technician is assigned to the Health Sciences building.
#7 Integrate simulation into the current curriculum.	Completed	VN students have access to simulations in the skills lab. Simulation has been incorporated Into the VN curriculum.
#8 Return to a 12-month schedule	Ongoing	The curriculum was designed to be implemented within a 12-month period. In the 2014 2015 cycle, the last course of the program was offered in the fall rather than the summer. As stated earlier, this is not in the best interest of the student. Also, the VN program is a very popular among the community as evidenced by receiving over 150 applicants January 2016.

Briefly discuss your progress in achieving those goals:

Two goals have been met and no longer need to be addressed: hiring a part time technician and integrating simulation into the current program.

Increased student success in the program and the NCLEX has been partially achieved. Consistency in the NCLEX pass rate of 80% or more needs to be demonstrated. It is too early in the current cycle of the program to determine student success.

Returning to a 12-month schedule has not been achieved, but it is planned that the program will return to this schedule with the admitting class of fall 2018.

Hiring a second full time instructor has not been achieved. It is extremely difficult to maintain the Vocational Nursing Program with only one full time faculty. The program requires continuous compliance/approval by the BVNPT as well as AVC mandates (such as this Program Review). These tasks are difficult to complete by one full-time faculty. Considering the community interest in the program and the bright future of the job market for LVNs, the program should be expanded.

Please describe how resources provided in support of previous program review contributed to program improvements:

12. Based on data analysis, outcomes, program indicators, assessment and summaries, list discipline/area goals and objectives to advancing district Strategic Goals, improving outcome findings and/or increasing the completion rate of courses, certificates, degrees and transfer requirements in 2018-2019. Discipline/area goals must be guided by **district Strategic Goals** in the Educational Master Plan (EMP), p.90. They **must be supported by an outcome or other reason (e.g., health and safety, data analysis, national or professional standards, a requirement or guideline from legislation or an outside agency).**

Goal #	Discipline/area goal and objectives	Relationship to Strategic Goals* in Educational Master Plan (EMP) and/or Outcomes	Action plan(s) or steps needed to achieve the goal**	Resources needed (Y/N)?
1, 5,8	#1 Increase student success in the program and on the NCLEX. #5 Develop a plan to ensure a full class in VN 110. #8 Return to a 12-month schedule.	*3. Focus on utilizing proven instructional strategies that will fostertransferable intellectual skills 5.Align instructional programs to the skills identified by the labor market 1. Commitment to strengthen Institutional Effectiveness measures and	Revise and update the program. Explore possible revisions to prerequisites and corequisites. Develop a 12-month schedule. Refer at risk students to meet with nursing success counselor. Encourage students to utilize instructor's office hours to review exams and develop an understanding of the concepts taught during lecture. Hire an additional full time instructor.	Yes

Action plan verbs: **expand, reduce, maintain, eliminate, outsource, reorganize, re-engineer, study further, etc.

13. Identify significant resource needs that should be addressed currently or in near term. For each request type identify which **discipline/program goal(s) from #12 guide this need**.

Indicate which Goal(s) guide this need	Type of Request (Personnel[1], Technology[2], Physical[3], Professional development[4], Other[5])	New or Repeat Request?	Briefly describe your request here	Amount, $	One-time or Recurring Cost, $?	Contact's name
3 1	Personnel	Repeat	Hire a full time VN instructor	Based on salary schedule	Recurring	

[1]List needed human resources in priority order. For faculty and staffing request attach Faculty Position Request form.
[2]List needed technology resources in priority order.

[3] In priority order, list facilities/physical resources (remodels, renovations, or new) needed for safer and appropriate student learning and/or work environment.
[4] List needed professional development resources in priority order. This request will be reviewed by the professional development committee.
[5] List any other needed resources in priority order.