Instructional Units Program Review Year Five Update - Vocational Nursing Department Latest Version

This cycle is for Instructional Units to complete the Year Five Update of the Program Review Cycle.

Instructional Units Program Review Year Five Update

1. Program Update : Version by **Hawkes, Debra** on **10/23/2021 19:04**

1a. Provide any important changes or updates within your program since your Program Review Year Three Update (2019-20). (New degrees, new curriculum, staffing changes, etc.)

With the change to the 16 week semester instituted by the Contra Costa College District, the Board of Vocational Nursing and Psychiatric Technicians required an update/rewrite of the curriculum for the VN program. The entire Vocational Nursing Curriculum was updated and approved by the Board of Vocational Nursing and Psychiatric Technicians in August 2020. The Board required updated curriculum in each of the Vocational Nursing courses that we teach. The Board has designated content area to be included though out the program curriculum. Each required content area was identified by number of hours the content was taught and the week of the semester that content was delivered. A lesson plan was written of each day of each course for the three semesters of the program.
Though this project was very labor intensive, it allowed us to take a close look and the VN curriculum and to update content, align course lesson plan so the t content taught in pharmacology reinforced the content delivered in theory courses and the skills la., etc. Clinical objectives were developed to align with theory and skill lecture focus and skills taught in the skills lab.
Continuing Vocational Nursing Program approval is required by the BVNPT every 4 years. Multiple documents were submitted as required and Full Program Approval was obtained beginning September 7, 2020.

In March 2019 the Covid- pandemic reached Contra Costa County. All of the healthcare facilities that students were attending for their clinical practicums closed to students. At this time the Director of the RN program took a personal leave and the Administrative assistant went on maternity leave, creating deficits in our nursing leadership and support system. Fortunately the nursing faculty came together to problem solve. Courses were immediately moved to the online format and We had to figure out how to deliver clinical bases content in an online format. We used a variety of online content such as a wide range of virtual simulation programs and documentation software for clinical experience. We were able to provide some face to face clinical time by working with the American Red Cross. Fortunately the LVN students had completed enough face to face hours so we were able to complete the clinical objectives using the above mentions simulation and associated case studies. In June the college allowed students back on campus strictly to complete hands on skills practice and check off.

In the Fall 2019, students were allowed back onto some facilities and we utilized the Red Cross as well as pediatric virtual simulation to complete clinical objectives.

1b. Please address the following enrollment data provided for your program.
   1.b.1. What are the enrollment trends over the past 3 years, beginning with Fall 2018? (Please address census enrollment, census fill   rate, and productivity (FTES/FTEF)

The LVN program accepts a class of 32 students every three semesters and continue to have a pool of applicants from the community every application period. (The LVN program has approval from the BVNPT to admit 40 students but due to difficulty finding faculty and clinical sites, we maintain the 32 students per class ratio.)
The enrollment trends over the past three years have increase to 100% census enrollment and fill rate for the Vocational Nursing Program classes. The introductory course to the Vocational Nursing Program is VoNur 07. This is a short term, 1 week course that introduces students to vocational nursing as a career and to the program expectations. In the past we have lost an average of two students in VoNur 07 due to course failure, leaving the VN program with empty spots unfilled. In the Fall 2019 we implemented an alternate list that allowed 2-3 student on the list to enroll in the program in the event that a student dropped or failed VoNur 7 introductory course. This has allowed us to fill spots with alternate students each of the last two program starts giving us a 100% fill rate, increasing FTES by 4% over past classes. There has been an overall increase in the FTES/FTEF of 7.3 to 8.4.

The LVN program also offers Drug Dosage Calculation course, Medical Terminology course and an IV/Blood Withdrawal course. The drug dosage and medical terminology courses are open to all students. The IV course is open to senior RN and VN students and graduates.

The drug dosage course was developed in 2019 and is offered in two online sections at this time due to Covid transition. It is a prerequisite to the VN Program. Each section has space for 40 students. The fill rate is 100% for both sections but over the course of the semester drops to 85-93 %. The FTES/FTEF has gone from 7.1 to 9.9.

The Medical Terminology course is also a prerequisite to the VN program. We offer two sections, online with openings for 40 students per course. The enrollment and fill rate have been decreasing over the past year with a drop in FTES/FTEF from 23.1 to 12.5. the fill rate is 69%.

The IV/Blood draw course has a maximum enrollment cap of 15 per instructor as required by the BVNPT. We have not been filling the course,

1b. Please address the following enrollment data provided for your program.
   1.b.2. What does the data suggest in terms of future needs/directions?

The data suggests that the decision to accept alternate students into the introductory course of the VN program was a good one. The allows us to maintain a 100% fill rate at the beginning of the program. We continue to have a sufficient number of students apply to the program to fill the 32 spots.

Regarding the Drug Dosage course- we may improve retention by offering an on campus course. This is dependent upon faculty availability. Both sections of the course fill each semester.

The Medical Terminology has been offered in two sections but the fill rate is falling. We are going to offer one section in the Spring and can add another section as needed.

Regarding the IV/Blood draw course, we are looking at only offering the course during the semester that the VN students will be graduating and possible a summer course. VN student receive a certification on their license for completing the course, so it is important that students have the course available at LMC.

1c. Provide a brief update on the timeline for your program's goals as listed in your Program Review Year Three Update (2019-2020). If your program's goals are in progress or modified, please include action steps and responsible parties in your explanation.

Goal 1:
Provide tutoring and mentoring to VN students to increase success in the program.
In progress
Covid has created difficulty with our programs giving students less face to face contact with faculty.   We were able to use the Faculty Mentoring (FAM) program supported by the college to offer tutoring and support two years ago, but we do not have enough faculty at this time to offer Fam tutoring. We routinely refer students to campus wide resources such as counseling and DSPS and that can positively affect student success. We need to continue to find and hire qualified faculty that can be available for tutoring.
Continuing
VN Director/Faculty

Goal 2:
Increase the use of online technology to improve learning outcomes. Specifically, an online Nursing simulation program.
Completed

Goal 3:
Develop VoNur 07 and VoNur 18 into an online course format. This has been completed.

Goal 4:
Develop and offer a prerequisite Drug Dosage Calculation course for both RN and VN students to improve success in the Math portions of the VN Courses. completed

FOR CTE PROGRAMS ONLY
1c.   Community and Labor Market Needs (Link Ed Code 78016 (http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC&sectionNum=78016.), Title 5, 51022 (https://govt.westlaw.com/calregs/Document/I69DDBCC0B6CB11DFB199EEE3FF08959C? viewType=FullText&listSource=Search&originationContext=Search+Result&transitionType=SearchItem&contextData= (sc.Search)&navigationPath=Search%2fv1%2fresults%2fnavigation%2fi0ad7140b0000016c911a16d7fb7f969b%3fNav%3dREGULATION_PUBLICVIEW%26fragmentIdentifier%3dI69DDBCC0B6CB11DFB199EEE3FF08959C%26startInde

HEALTHCARE is one of the fastest growing occupational field and the fastest growing in our region.
Between 2019 and 2024. Jobs are predicted to increase from 1500 to 1627 with average monthly postings of 500. and average monthly hires of 153.. Hourly median wage is $29.73.

FOR CTE PROGRAMS ONLY
1d. Advisory Board Update and Analysis (CTE related only) Include dates of Advisory Board meetings in 2020-2021, and those completed or planned in 2021-2022.

Due to the Covid 19 pandemic that directly affected our students in that they were displaced from all of their clinical practice sites and the acute distress experienced by health care facilities, we did not hold our advisory meetings. We have a meeting planned for May 2022.

Goals and Objectives		Modified	In Progress	Abandoned	Completed
Goal 1. Strengthen a culture of equity, diversity, inclusion, and racial justice. (District #2 and #4)					
Goal 2. Increase and maximize equitable opportunities for students to successfully complete courses and programs. (District #1 and #2)					
Recommended Actions	Goal 1: Provide tutoring and mentoring to VN students to increase success in the program. Action steps: We have used the Faculty Mentoring (FAM) program supported by the college to offer tutoring and support. The tutor for the nursing department is a nurse with teaching background. We believe that this is key to the success of some of our most at risk students. Not only do they receive support academically, but the tutors have an understanding of other campus wide resources such as counseling that can positively affect student success. Responsible: VN Director/Faculty Timeline: continuing 0 linked SLOs 0 resource requests				
Goal 3. Increase opportunities that will prepare students to enter high-demand and living-wage occupational fields. (District #3)					

Goals and Objectives			Modified	In Progress	Abandoned	Completed
Recommended Actions	Goal 2: Increase the use of online technology to improve learning outcomes. Specifically, an online Nursing simulation program. Action Steps: We have adopted and on-line Virtual Simulation software as a teaching tool in our program. On cohort of students (3 semesters) has used the software throughout the three semesters of the program and the feedback has been very positive. Students felt like it was a useful learning tool that helped solidify therapeutic patient communication techniques as well as other assessment skills including physical assessment skills. We have received a grant for the current cohort of students and will be continuing to use the software with the current class. Responsible party: VN Director/Faculty Timeline: goal has been accomplished as long as we have a continuous funding source.	0 linked SLOs 0 resource requests				
Goal 4. To better support students in accomplishing their academic and career goals – from entry to completion/transition – and to enhance course-level and program-level achievement, expand and deepen educational, workforce, and community partnerships. (District #3)						
Recommended Actions	Goal 3: Develop VoNur 07 and VoNur 18 into an online course format. Action Steps: VoNur 07, the introductory course, has been developed as an online, short term course taught prior to the start of the first semester of the program. This has been an effective way to get students on board with the required skills technologically as well as give the students a good feel for the rigors of the program as well as their ability to understand and integrate the content of the course. We have not address the conversion of VoNur 18 to an online format. Responsible Parties: VN Director/Faculty Timeline: completed	0 linked SLOs 0 resource requests				
	Goal 4: Develop and offer a prerequisite Drug Dosage Calculation course for both RN and VN students to improve success in the Math portions of the VN Courses. This course has been developed. Completed	0 linked SLOs 0 resource requests				
Goal 5: Effectively utilize institutional resources to meet the needs critical to the College mission. (District #4 and #5)						

2. Vision for Success Goals Update : Version by **Hawkes, Debra** on **10/23/2021 19:04**

2a. The following table lists the *Vision for Success* indicators that we must align to as a College and as a District. Please look at your program data (Tableau) for each of the following *Vision for Success* indicators. Please address all indicators that are relevant to your program and provide a status update on your program goals from your Program Review Year Three Update. Please include action steps if your goal(s) has been modified and an explanation if your goal(s) has been abandoned. *

NOTE - Please copy and paste the table below in your response and complete accordingly.

Vision for Success Indicators and ACCJC Indicator	Program Set Goals (from PR Year 3 Update)	Status (Indicate Modified, Completed, or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation
Course Success					
Degrees (AA, AS, ADT)					
Certificates of Achievement					
Unit Reduction					
CTE Jobs					

Vision for Success Indicators and ACCJC Indicator	Program Set Goals (from PR Year 3 Update)	Status (Indicate Modified, Completed, or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation

Course Success	88% of the students accepted to the program will complete the LVN Certificate of Completion.	Completed			
Degrees (AA, AS, ADT)	N/A				
Certificates of Achievement	88% of the students accepted to the program will complete the LVN Certificate of Completion. More importantly, students must be able to pass the NCLEX PN to be able to practice nursing.	Completed			
Unit Reduction	Unable to reduce unit for program completion due to requirements of BVNPT.				
CTE Jobs	Continue to have high expectations for students to model professional behavior at the clinical sites. Continue to reach out to our clinical partners via Advisory Meetings to discuss and receive feedback on the strengths and weaknesses they observe in our students and nursing students in general. Implement course content and program improvements to address the information received. Connect students while in program with job opportunities with our clinical partners; Resume and mock interview workshops are incorporated into the program; We host an annual Healthcare Job Fair.	In Progress		VN Director and Faculty Counselors Erica Messenger Workforce Development	See CTE jobs section.

The results of the survey showed that completing CTE studies and training – whether or not a credential is earned, whether or not a student transfers – is related to positive employment outcomes. The preponderance of respondents are employed and are working in the same field as their studies or training. Notably, students realize a greater wage gain after completing their studies if they secure a job that is similar to their program of study.

2b. The *Vision for Success Goal 5 - Equity* is designed to reduce the equity achievement gap on course seuccess for disproportionately impacted (DI) student populations. The College has identified the following three disproportionately impacted (DI) populations: African-American, economically disadvantage students (low income), and foster youth students.

Please review your program data (Tableau) for each of the aforementioned DI populations, and provide a status update on your program goal(s) for your previously selected DI population(s) in your Program Review Year Three Update. If your goal(s) has been modified please include action steps and if your goal(s) has been abandoned please provide an explanation.*

NOTE - Please copy and paste the table below in your response and complete accordingly.

Course Success by DI Population	Program Set Goals (PR Year 3 Update)	Status (Indicate Modified, Completed or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation
African American					
Low Income					
Foster Youth					

Course Success by DI Population	Program Set Goals (PR Year 3 Update)	Status (Indicate Modified, Completed or Abandoned)	Timeline	Responsible Parties	Action Steps/ Explanation
African American	African American 100% graduation rate from VN program	Completed			
Low Income	Low Income 100% graduation	Completed 100% in Core VN Program courses			
Foster Youth	Foster Youth 100% graduation	Completed			

3. Assessment Status Update and CSLO Assessment Effectiveness : Version by **Hawkes, Debra** on **10/23/2021 19:07**

a. Please review the data provided on the assessment status of courses in your discipline for Cycle Two (2017/18-2020/21). For any courses that were not assessed in Cycle Two please list them in the table below in your response including why they were not assessed, when you are going to assess them, and who is going to assess them.*

NOTE - Please copy and paste the table below in your response and complete accordingly (add extra rows if needed).

Course Name/ Number	Reason course was not assessed	When course will be assessed	Faculty Responsible for Course Assessment

Course Name/ Number	Reason course was not assessed	When course will be assessed	Faculty Responsible for Course Assessment

b. Discuss the results of any CSLO assessments performed this year. What changes, if any, are planned to improve student success (ex. pedagogy, assessment instruments are not appropriate to measure, CSLO rewritten etc.)?
VoNur 04, VoNur 5, VoNur 07 and VoNur 06 were assessed in this cycle.

The LVN curriculum was updated and revised and approved in 2020. With the revision, courses were updated and aligned which will improve student success on the NCLEX PN exam and when they become employed in the nursing profession. Some CSLOs were rewritten to clarify and focus on the most important objectives.

VoNur 07 is a short term course taught to a new cohort of students just prior to the beginning of the semester. Admission to nursing school can be competitive for the limited openings available to students. VoNur 07 introduces students to the rigors and expectations of the LVN program and associated coursework. The course enrolls the 32 students that have been admitted to the program, as well as 2 student alternates in case a opening becomes available. All but two of the 32 students admitted to the program and enrolled in VoNur 07 successfully completed the course. The two students that did not pass were unable to continue, but the two alternates filled the empty openings giving us a full cohort of students.
The Vocational Nursing Program requires that student achieve a 75% in each course in order to continue on to the next semester. The above mentioned assessments verify that students are succeeding in the program as all student passed VoNur 04, 05 and 06.

4. Course Outline of Record Updates : Version by **Hawkes, Debra** on **10/23/2021 19:04**

Please review the data provided in eLumen for the status of the Course Outline of Records (COORs) in your discipline. Please indicate in the table below any COOR(s) for your discipline that has not been updated and identify the faculty member responsible for submitting the updated COOROs) to the Curriculum Committee by November 1, 2021.*

NOTE - Copy and paste the table below in your response and complete accordingly (add extra rows if necessary).

Course (Enter Course Name ex. ENGL-100)	Faculty Responsible for COOR Update

All completed and up to date.

Impact of Resource Allocation