# 1. Assessment Plan - Three Column

MT. SAC
Mt. San Antonio College

## PIE - Technology & Health: Nursing Unit

## Narrative Reporting Year

### 2019-20

**Contact Person:** Connie Kunkler
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**Summary of Notable Achievements:** 1
**Program Planning (Equity, Retention and Success):** 1
**External and Internal Conditions Analysis:** 1
**Critical Decisions Made by Unit:** 1.  All faculty worked with the ATI (CMAP) consultant to facilitate the Nursing Curriculum revision of the Nursing Program. The program curriculum was revised in relation to sequencing of courses; maintaining simple to complex concepts and incorporating QSEN competencies.  All courses were submitted to the EDC in Spring 2018 for approval and implementation in Fall 2019, however, were retracted due to the BRN visit and the possible plan for ACEN accreditation and decreasing the total program units to 36-38.

2.  To address industry trends, the University Center ADN to BSN program in collaboration with Mt. Saint Mary's University decreased tuition to $15, 810.00 and will ensure consecutive enrollment after completion of the first year of the ADN program. MSMU has converted to an online program.

3.  The nursing department will begin reviewing the 2019 NCLEX test plan to incorporate into the curriculum changes.
**Contributors to the Report:** Connie Kunkler

| Unit Goals | Resources Needed | 1. Where We Make an Impact: Closing the Loop on Goals and Resources |
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| **Grant Funding -** 1. Continue the FY 19/20 Nursing Support Grant from the California Community College Chancellor's Office to support the program expansion.<br>2. Continue utilizing the Song Brown grant to support and promote student learning across the continuum. | **Report directly on Goal** | **Reporting Year:** 2019-20<br>**% Completed:** 100<br>The 2018-2019 Nursing Support Grant funding provided resources to promote student learning and success to include hiring Clinical Teaching Assistants and Licensed RN tutors.  This funding also allowed us to purchase an additional simulator and the simulator maintenance agreements for the Heath Career Resource Center.<br>The Song Brown grant provided funding for faculty allowing for professional development.    This grant also allowed the |

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| **Status:** Active<br>**Goal Year(s):** 2016-17, 2017-18, 2018-19, 2019-20, 2020-21<br>**Date Goal Entered (Optional):**<br>06/08/2019 | **Report directly on Goal** | Department Chair and Director to attend the Fall 2018 COADN conference in Southern California.  Song Brown also supplements the welcome night for new students. (06/14/2020) |
| | **Request - Full Funding Requested -** Obtained by categorical funds<br>**\*Describe Plans & Activities Supported (Justification of Need):**<br>Instructional and non-instructional salaries plus employee benefits. (Full time faculty to coordinate HESI tesing and NCLEX review.  0.75 FTE administrative specialist to support the nursing program and grant activities.  Clinical Teaching Assistants to provide oversight of student as clinical sites.  Registered Nurse Tutors for Nursing courses. Lab Tech and Student Assistant to support the HCRC.<br>Supplies and materials and equipment.  Office supplies, library books, and simulation equipment. Travel costs for the program administration to participate in the California Organization of Associate Degree Nursing conference<br>HESI testing for students Maintenance agreements for Parscore, Scantron, and Simulators in the HCRC.<br><br>Enrollment Growth Grant - $252, 254<br>Song Brown Grant - $100,000<br>**\*Lead:** Billie Lynes<br>**What would success look like and how would you measure it?:** 85% of all students in the Nursing program will complete the program | |

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|  | successfully, pass the NCLEX exam on their first try, and obtain employment after graduation.<br>**Type of Request:** INSTRUCTIONAL SUPPORT PROGRAM FUNDING (INSTRUCTIONAL EQUIPMENT): Equipment, library material, or technology for classroom instruction, student instruction or demonstration, or in preparation of learning materials in an instructional program, equal or over $500.<br>**Planning Unit Priority:** High<br>**On-Going Funding Requested (if applicable):** 352354 |  |
| **Student Success -** To advance student success prior to entering and while enrolled in the nursing program through ongoing assistance with applications, questions regarding the program, and other student support.<br>**Status:** Active<br>**Goal Year(s):** 2018-19, 2019-20, 2020-21<br>**Date Goal Entered (Optional):** 06/08/2019 | Report directly on Goal | **Reporting Year:** 2019-20<br>**% Completed:** 75<br>The average pass rate on NCLEX for 2018/2019 was >95.24%.  The average pass rate for the 4 quarters in 2019 was 91.39%.  The first quarter NCLEX pass rate for 2020 was 97.37% The goal for the national NCLEX pass rate is 75%.<br> This was achieved as follows:<br>1.  Provided a six hour Skills Workshops twice per year for new students.<br>2. A new student orientation was provided each semester in preparation for success in the nursing program.<br>3. RN tutors and Clinical Teaching Assistants were provided in every course to assist and enhance learning.<br>4. Students utilized the Health Careers Resource/Simulation Center to maximize learning.  Through simulation the students were able to apply theoretical concepts, resulting in increased knowledge and improved psycho-motor skills.<br>5. Students were encouraged and did use the Learning Assistance Center (LAC) to assist with writing, grammar, and/or math skills.<br>6.  NCLEX review was provided for graduates to prepare for licensure exam success.<br><br>Currently 15% of our students are enrolled in a |

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| | **Report directly on Goal** | collaborative BSN program. The following changes have been introduced through the MSMU BSN collaboration and should increase enrollment: 1. MSMU decreased tuition for Mt. SAC nursing students. The decrease in tuition will allow more students access to this program. The program is now on line. |
| | | Graduate surveys are collected biannually and indicate 93-96% of our students are employed in their field of study. 1. Student success is promoted through assistance with referrals, Career Fairs, and BSN collaboration with the ADN Program. 2. The NURS 20: Work Experience (Externship) course enroll students who are hired by clinical facilities to provide actual on -the-job experience in an approved work setting which is related to classroom instruction. Facilities that have not utilized this course in five to ten years are now hiring Externship students at an increased rate. When these students graduate from the Nursing Program, they are offered employment at an increased rate if they have been an Extern. |
| | | (06/14/2020) |
| | **Request - Full Funding Requested -** Hire a Full Time Nursing Program Specialist-Administrative Assistant III to support the nursing program by evaluating and completing student application packets, conducting program information sessions, and serves as the liaison with the Nursing Director. **\*Describe Plans & Activities Supported (Justification of Need):** The Nursing Program currently does not have a dedicated Counselor or Educational Advisor to assist students with the application process. Currently, the faculty and | |

classified staff receive multiple emails and calls from students asking questions regarding the application process for the Nursing Program. Two FT faculty are currently reviews all the transcripts for validity and compiles a list for the Counselors in order for them to set up appointments. The Counseling department is inundated with students who would like to be nurses. In the past it has totaled over 12,000. Each semester approximately 200-300 students apply to the Nursing Program and multiple issues have arose due to inadequate staff coverage. During the Registered Nurse Accreditation in March 2019, it was recommended by the Nursing Education Consultant, that the Nursing Program should hire an additional classified employee.

**\*Lead:** Connie Kunkler
**What would success look like and how would you measure it?:** 95% of students will successfully complete the nursing application correctly prior to final submission.
90% of students questions in regards to the Nursing Program will be handled through the Nursing Department before the student list is sent to the Counseling Department.
100% of Nursing Department projects developed will be completed in a timely manner by the end of each semester in collaboration with the Nursing Director.
**Type of Request:** STAFFING: Requests

| | for permanent employee positions or temporary/hourly employees.<br>**Planning Unit Priority:** High<br>**Total Funding Requested:** 60,000 | |
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| **Partnership Developments -** To maintain and develop community partnerships for clinical placement and ADN to BSN student success.<br>**Status:** Active<br>**Goal Year(s):** 2016-17, 2017-18, 2018-19, 2019-20, 2020-21<br>**Date Goal Entered (Optional):** 09/01/2016 | **Report directly on Goal** | **Reporting Year:** 2019-20<br>**% Completed:** 100<br>1. An Advisory Committee Meeting is conducted every year in the Spring to network with the community leaders from academia and the clinical facilities.<br>2. Partnerships are maintained with the CSUF Jump-Start program (ADN to BSN) and Mt. St. Mary's University RN to BSN Program.<br>3. Our clinical affiliates have requested involvement in the Externship (Work study) program.<br>5. A new partnership with Casa Colina hospital has increased enrollment for preceptorship which allows exposure for our students and increased opportunity for employment.<br>(05/14/2019) |
| | **Request - No Funding Requested -** No Resources needed<br>**\*Describe Plans & Activities Supported (Justification of Need):** Community partnership is an integral part of the nursing program. Our clinical partners hire our students after graduation and provide clinical experiences for every course. We are continuing to develop additional partnerships on an ongoing basis.<br><br>**\*Lead:** Billie Lynes<br>**What would success look like and how would you measure it?:** 100% of facilities will maintain a contract with Mt. SAC, employ students after graduation, and continue to schedule clinical rotations.<br>**Type of Request:** OTHER OPERATING | |

| Unit Goals | Resources Needed | 1. Where We Make an Impact: Closing the Loop on Goals and Resources |
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| | EXPENSES AND SERVICES: Requests for contracted, legal/ audit, personal/ consultant, rent/ leases, repairs/ maintenance, and other misc. services. May also include request for travel and conference that does not require the assistance of POD. **Planning Unit Priority:** High | |
| **Technology Support -** Utilize appropriate technology within the program. **Status:** Active **Goal Year(s):** 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 **Date Goal Entered (Optional):** 09/01/2016 | **Report directly on Goal** | **Reporting Year:** 2019-20 **% Completed:** 100 1. The ADN Program utilized on-line technology to enhance student learning. Examples of this are the T-3 Medcom Trainex videos.  (Renewed for 2019), Mosby's Skills, Nurse Tim., Med-Calc/interactive training and Mental Health CDs. 2.  The parscore computer program is utilized to analyze and evaluate tests for validity and reliability. 3.  Students used the Electronic Medical Record Technology in the HCRC to practice with technology which will be used in the hospitals during their clinical rotations. 4.  Faculty have been using iPads for recording during simulations experiences and provided feedback to the students during each session. 5. Starting Fall 2019, online testing is being done via canvas.  (06/14/2020) |
| **Student Access -** All potential students in the community will continue to have access to information about the ADN program. **Status:** Active **Goal Year(s):** 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 **Date Goal Entered (Optional):** 09/01/2016 | **Report directly on Goal** | **Reporting Year:** 2019-20 **% Completed:** 100 Information sessions regarding the ADN program are held two times monthly.  (05/15/2019) |
| | | **Reporting Year:** 2019-20 **% Completed:** 100 1. The on-line application program and database for multi-criteria screening admission process continues to be utilized with 100% success. 2. Provided monthly Nursing Program Admission Information sessions to the community. 3. Updated the nursing website page to improve navigating through the information for the nursing program. 4.  The Military Challenge/Advanced placement policy was |

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| | **Report directly on Goal** | developed and placed on the nursing website. (05/14/2019) |
| **Professional Development -** All nursing faculty will maintain continuing education requirements for licensure. The Department Chair and Nursing Director will attend the COADN statewide conferences twice per year. **Status:** Active **Goal Year(s):** 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 **Date Goal Entered (Optional):** 09/01/2016 | **Report directly on Goal** | **Reporting Year:** 2019-20 **% Completed:** 75 1. All Faculty are current in their licensure and have maintained the appropriate CEUs. 2. The Director and Assistant Director attended the COADN conference in Fall 2018 and Spring 2019.. 4. Full time faculty attend multiple conferences throughout the year. (06/14/2020) |
| | **Request - Full Funding Requested -** Obtained by categorical funds. Song Brown Grant, Enrollment Growth Grant, and RNCC grant (not finalized) **\*Describe Plans & Activities Supported (Justification of Need):** Travel expenses for faculty to attend conferences with regard to changes in the curriculum, Accreditation Commission for Nursing Education (ACEN) accreditation and nursing education updates. Ongoing education is required by the Board of Registered Nursing for licensure. The nursing department is planning to apply for ACEN accreditation and working with the Regional Nursing Curriculum Consortium to develop a common curriculum throughout Los Angeles County. **\*Lead:** Billie Lynes **What would success look like and how would you measure it?:** 100% of faculty will attend conferences with regard to ongoing nursing education, ACEN accreditation, and RNCC development annually. **Type of Request:** PROFESSIONAL & | |

| | ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.<br>**Planning Unit Priority:** High<br>**On-Going Funding Requested (if applicable):** 36000 | |
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| **Cooperation/Collaboration -** Faculty representatives will attend on campus committees such as FAC, AS, annual Advisory meeting, and Department Chair meetings.<br>**Status:** Active<br>**Goal Year(s):** 2016-17, 2017-18, 2018-19, 2019-20, 2020-21 | **Report directly on Goal** | **Reporting Year:** 2019-20<br>**% Completed:** 100<br>Faculty representatives consistently attend monthly FAC, and AS, meetings on a monthly or bimonthly basis. Information is disseminated at weekly faculty meetings and discussed. Program and college updates are discussed at the annual Advisory meeting with affiliates. The Department Chair reports weekly to the faculty with regard to information discussed the monthly Department Chair meetings. (05/14/2019) |
| **Student Retention -** Continue to utilize Clinical Teaching Assistants and Tutors to foster student retention.<br>**Status:** Active<br>**Goal Year(s):** 2017-18, 2018-19, 2019-20, 2020-21<br>**Date Goal Entered (Optional):** 05/29/2018 | **Report directly on Goal** | **Reporting Year:** 2019-20<br>**% Completed:** 100<br>Clinical Teaching assistants and Tutors are utilized throughout the program each semester to assist students with their learning and their perfection of skills. (05/14/2019) |
| | **Request - Full Funding Requested -** Obtained by categorical funds<br>**\*Describe Plans & Activities Supported (Justification of Need):** Clinical Teaching Assistants are needed each semester to provide oversight of student at the clinical sites.<br>Tutors are needed for instructional support for some nursing classes.<br>**\*Lead:** Billie Lynes<br>**What would success look like and how would you measure it?:** 90% of students who enter the nursing program with graduate without a | |

| | failure in clinical or theory.<br>**Type of Request:** STAFFING: Requests for permanent employee positions or temporary/hourly employees.<br>**Planning Unit Priority:** High<br>**On-Going Funding Requested (if applicable):** 92714 | |
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| **Student Transfers/Success -** Students will continue to enroll in ADN to BSN programs.<br>**Status:** Active<br>**Goal Year(s):** 2016-17, 2017-18, 2018-19, 2019-20, 2020-21<br>**Date Goal Entered (Optional):** 06/08/2019 | **Report directly on Goal** | **Reporting Year:** 2019-20<br>**% Completed:** 75<br>1. A curricular articulation agreement regarding ADN to BSN university transfer from Cal State Fullerton is ongoing.<br>2. Nursing Program collaborates with Mt. St. Mary's University to enroll students in their on line ADN to BSN program.<br> (05/14/2019) |
| | **Request - Full Funding Requested -** Obtained by categorical funds. Grant funding is available currently to apply for accreditation, however, ongoing funding support will need to be provided by the college if grants are not continued in the future. Grant funding includes Enrollment Growth, Song Brown, and HWI.<br>**\*Describe Plans & Activities Supported (Justification of Need):** The nursing department is planning on concurrent enrollment of all students in a BSN program.  The Cal State system required ACEN accreditation.  ACEN accreditation also allows our graduates to work at a Veterans facility.  We will also be ale to apply for federal grants.<br>**\*Lead:** Billie Lynes<br>**What would success look like and how would you measure it?:** ACEN accreditation will be maintained on an annual basis with 100% accuracy. | |

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| | **Type of Request:** OTHER OPERATING EXPENSES AND SERVICES: Requests for contracted, legal/ audit, personal/ consultant, rent/ leases, repairs/ maintenance, and other misc. services. May also include request for travel and conference that does not require the assistance of POD.<br>**Planning Unit Priority:** High<br>**On-Going Funding Requested (if applicable):** 2500<br>**Total Funding Requested:** 2500 | |
| **Assessment Data -** Continue to assess applying students using a standardized test prior to entering the program and utilize student learning outcomes to assess progress through the program.<br>**Status:** Active<br>**Goal Year(s):** 2017-18, 2018-19, 2019-20, 2020-21<br>**Date Goal Entered (Optional):** 06/08/2019 | **Report directly on Goal** | **Reporting Year:** 2019-20<br>**% Completed:** 100<br>1. Validation of a student's success in the program is predicted by the HESI Assessment #2 standardized test. This is administered to all applying students to the nursing program and monitors each student's basic skills and readiness for the program. A personalized remediation plan is provided for students who score below 70% and includes referrals for strengthening of basic skills, such as attending needed classes and tutoring for students who did not meet the requirement to ensure their success in the program in the future.<br>2. SLOs were developed, implemented, and evaluated for each course on 5/28/2020. (06/14/2020) |
| | **Request - Full Funding Requested -** Obtained by categorical funds.<br>**\*Describe Plans & Activities Supported (Justification of Need):** HESI testing is provided to students prior to acceptance for admission to the nursing program. 300 tests are given each year.<br>**\*Lead:** Billie Lynes<br>**What would success look like and how would you measure it?:** 100% of students will take the HESI examination prior to applying to the | |

nursing program.
**Type of Request:** INSTRUCTIONAL SUPPORT PROGRAM FUNDING (INSTRUCTIONAL EQUIPMENT): Equipment, library material, or technology for classroom instruction, student instruction or demonstration, or in preparation of learning materials in an instructional program, equal or over $500.
**Planning Unit Priority:** High
**On-Going Funding Requested (if applicable):** 12000

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**ACEN Accreditation -** Submit letter to ACEN for approval to begin the process of accreditation.
**Status:** Active
**Goal Year(s):** 2018-19, 2019-20, 2020-21
**Date Goal Entered (Optional):** 05/14/2019

**Request - Full Funding Requested -** Obtained by categorical funds.
**\*Describe Plans & Activities Supported (Justification of Need):** A candidacy fee is required prior to submitting for initial accreditation. This is a one-time fee. This section was added in the event the Nursing Grant money is not available.
**\*Lead:** Billie Lynes
**What would success look like and how would you measure it?:** Petition for approval to apply for ACEN accreditation by Fall 2019.
**Type of Request:** OTHER OPERATING EXPENSES AND SERVICES: Requests for contracted, legal/ audit, personal/ consultant, rent/ leases, repairs/ maintenance, and other misc. services. May also include request for travel and conference that does not require the assistance of POD.
**Planning Unit Priority:** High
**One-Time Funding Requested (if applicable):** 2500
**Total Funding Requested:** 2500

| Unit Goals | Resources Needed | 1. Where We Make an Impact: Closing the Loop on Goals and Resources |
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**Related Documents:**

[2019_ACEN_Schedule_of_Fees.pdf](2019_ACEN_Schedule_of_Fees.pdf)