

Program Review & Planning (PRP)

PART 1: BASIC PROGRAM INFORMATION

Program Review is a self-study of your discipline. It is about documenting the plans you have for improving student success in your program and sharing that information with the college community. Through the review of and reflection on key program elements, program review and planning identifies program strengths as well as strategies necessary to improve the academic discipline, program, or service to support student success. With that in mind, please answer the following questions:

Discipline Name:	Emergency Medical Education
Department Name:	Emergency Medical Education
Division Name	CTEE

Please list all participants in this Program Review:

Name	Position
Pete Ordille	Program Director
Sarah DeSimone	Associate Professor

Number of Full Time faculty	4	Number of Part Time Faculty	61
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Please list the Classified positions (and their FTE) that support this discipline:

ADA (100%), Clinical Coordinator (100%)

What additional hourly staff support this discipline and/or department:

We have hired an hourly Office Assistant to assist our ADA. This person works an average of 16 hours per week and can not work more than 26 hours per week and no more than 175 days a year.

Discipline mission statement ([click here for information on how to create a mission statement](#)):

The mission of the EME department is to provide a dynamic education for students of diverse origins, experiences, needs, and abilities. We prepare safe, caring, and culturally sensitive graduates whose professional practice encompasses legal and ethical decision making, empowerment to engaging them to provide patient centered care to a diverse population in a global society. Our program integrates anatomy and physiology, ethics, basic and advanced life support, communication skills, patient

assessment, medical and trauma care including both the adult and pediatric patient, transportation of the prehospital patient and specialized training in active shooter responses and tactical operations medicine. We are committed to support our students in their career and educational goals to help them become lifelong learners in an interdependent and ever changing world. Our overall goal is to prepare competent entry-level Emergency Medical Service providers in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains.

List any new degrees and certificates offered within this discipline since your last comprehensive review:

- Associate in Science Paramedic Training
- Certificate of Completion for Paramedics
- Certificate of Proficiency for EMT's

Discipline Level Data: <https://sharepoint2.palomar.edu/sites/IRPA/SitePages/PRP%20Summary%20Source.aspx>

PART 2: PROGRAM REFLECTION

1. Program Analysis:

Reflect upon and provide an analysis of your summary data.

1. Overall our EME Department enrollment is up from 2015 to 2016 by 6%. Our overall fill rates are also up approximately 3% from 2015 to 2016. This includes the Camp Pendleton enrollment which typically carries a bit lower fill rate and lower enrollment. These numbers are improving as well. Our lab fill rates have now begun to show improvement in our lab sections as we are increasing our efficiency by being more diligent in cancelling unneeded lab sections with low enrollment.
2. Our lowest enrollment course is the EME 116 (EMT Recert Class), which we have moved to contract education and think it will do well there and not negatively impact our enrollment statistics. We also are marketing this class to military corpsman who are now, and in some cases will be eligible to take the National Registry EMT Certification Exam by simply taking this EME 116 (EMT Refresher Course) over a 4 day period rather than taking an entire semester EMT Class. While we realize this may take a few students away from the EME 106 EMT Course, we are committed to working with our military students and recognizing their experience and education and give them college credit they deserve, where applicable for the service they have provided.
3. One area of concern is the low success rate of our EME 100 Hybrid course. We are in the process of changing the presentation format and LMS system. We are also moving an instructor into the EME Hybrid 100 Course who has extensive experience in teaching online courses at the university level. We will re-evaluate the following semester to see if there has been an improvement in the success rates for this course. This is an important class for us as this benefits are military students in satisfying the prerequisite requirement for the EMT Course.
4. One other area of concern for us is the slight drop in success rates and enrollment in our Paramedic Prep Course (EME 175). The success rate dropped from 77% to 71%. Retention rates dropped from 100% to 88%. One explanation for the drop in retention is the fact that another local training agency began offering this course in a hybrid version and may be drawing some students away. We are working with our lead instructor to come up with possible solutions and causes for the slight drop in success rates.
5. All of our other EME programs have demonstrated healthy improvements in success rates and retention rates.
6. The popularity of our paramedic program persists as we continually have between 80 to 100 applicants interviewing for our paramedic program for 36 spots. We have worked with Dean Fritch and Jenny Ferraro in improving and increasing our seating capacity for our paramedic programs and EMT programs as well to allow us to admit more students into these programs yet adhering to our Accreditation (CoAEMSP/CAAHEP) guidelines with regards to student to instructor ratios.
7. Our current paramedic retention rate from 2014 to 2016 averages approximately 85% (including repeat students) according to our Accreditation Annual Report. We continue to rank within the top five programs in the state of California with regards to our success rates on the National Registry Exam.
8. In our Comprehensive PRP Review we discovered that we needed to provide improved outreach to our disproportionately impacted (designated DI) students such as Veterans, Latinos and African American populations. We

also found that we had a low female enrollment population. We have stepped up our recruiting and outreach efforts to area high schools and Camp Pendleton in hopes to improve enrollments in these student populations. We have also hired a Public Safety Outreach Specialist to help improve our veteran population into our Public Safety Programs (EMS, Fire and Police).

2. Standards:

ACCJC requires that colleges establish institutional and program level standards in the area of course success rates. These standards represent the lowest success rate (% A, B, C, or Credit) deemed acceptable by the College. In other words, if you were to notice a drop below the rate, you would seek further information to examine why the drop occurred and strategies to address the rate.

Discipline Level Course Success Rate:

- A. The College's institutional standard for course success rate is 70%.**
- B. Review your discipline's course success rates over the past five years.**
- C. Identify the minimum acceptable course success rate for your discipline. When setting this rate, consider the level of curriculum (e.g., basic skills, AA, Transfer) and other factors that influence success**

Standard for Discipline Course Success Rate:

70

Why? This is determined by our Accreditation Board (CoAEMSP/CAAHEP) and is set at 70% for retention rate.

Our EMT Course success rates have improved from 70.2% in 2015 to 75.7% in 2016 , with retention rates going from 93.5% to 95.1 which are welcome improvements in both areas. Our success rates for our paramedic class i dependent on each section. Our Intro block has 100% success rate, according to 2015 and 2016 statistics. Our Medical Block improved from 86% to 100% success rates. Our Trauma Block also showed a 100% success rate. There were no statistics available for our OB/Peds Block or Clinical Block. These however have had statistically very high success rates between 95% to 100%, I am not sure why this data did not appear for these particular blocks in the provided Excel Spreadsheet provided by the PRP Committee. Our Field Block improved slightly from 70.8% in 2015 to 72% in 2016 but our current stats are showing success rates that we are tracking for 2016 to 2017 around 95% success rates. This is a significant improvement and we our excited to see this current trend in improved field internship success. We believe this may be attributed to increase student usage of the high fidelity simulators and hyper-realistic training we are continually improving upon.

3. Program Update:

Describe your proudest moments or achievements related to student success and outcomes.

1. Our Paramedic and EMT successful pass rates on the National Registry Certifying exam in both the Psychomotor and Cognitive exams are continually among the top 5 in the state of California.
2. Our Paramedic Program was recognized as the top performer on the Workforce Development "LaunchBoard" Website. This website is a statewide data system supported by the California Community College Chancellor's Office that provides data to California Community Colleges on the effectiveness of career and technical education (CTE) programs throughout the state of California.
3. In a recent email sent out by the research department in regards to the top 10 most awarded programs at Palomar College, our EMT program ranked number two with 362 Certificates issued!

4. Program Improvement:

What areas or activities are you working on this year to improve your program? Please respond to new data as well as feedback from last year's program review.

1. Continue to provide good marketing strategies to our local community and take an aggressive approach targeting our high schools, veterans and active duty military and continue to work to improve our female population enrollment and DI groups into our programs.

2. Complete the development of our Simulation Center and develop strategies that will allow more student practice time with simulation lab instructors on their days off.
3. Improve our Military Transition program and work with our military partners in creating a more streamlined and efficient program.
4. Provide for more office support.
5. Complete the hiring of our pending positions (full time faculty member and a full time Public Safety/Veteran Outreach Specialist).
6. Offer of our first Basic Skills Bridge Program for incoming and continuing EME Department students.
7. Continue collaboration with the Department of Life Sciences providing Cadaver Lab training. Work with Nursing and Child Development to form collaborations between our departments to allow sharing of equipment, resources and educational opportunities for our students.

5. Unanticipated Factors:

Have there been any unanticipated factors that have affected the progress of your previous plan?

There has been an unanticipated delay in the development of our Simulation Center that was approved by WorkForce Development almost a year ago. We have found that one of direct links and keys to success in the field for our students is with hyper-realistic training and the use of high fidelity simulators. We originally expected to have the Sim Center up and running by Summer 2017. However we are nearing the end of Fall 2017 and still have received no direction on this project. If the PRP Committee can help and facilitate this in any way it would be greatly appreciated.

6. SLOACs:

Describe your course and program SLO activities this past year. How have you used the results of your assessments to improve your courses and programs? Refer to the SLO/PRP report – <https://outcomes.palomar.edu:8443/tracdat/>

The Emergency Medical Education department is a large and dynamic department built on the foundation of scaffolding. We assess every class at least yearly. This assessment cycle is necessary as early recognition of trends drives necessary changes. For example, if we are noticing a negative trend in student outcomes in our basic EME classes (EME 100, EME 106/106L) that trend may have a negative outcome in our EME 175/175L and paramedic academy classes.

At this time we have been meeting our Program SLOS as 100% of our paramedic students from Class 49 (2016-2017) and Class 50 (2017-2018) passed the psychomotor exam. 97% of the students from Class 49 passed the NREMT cognitive exam within 6 months and over 80% of the students are gainfully employed. Class 50 is currently in the field internship and has not taken the NREMT cognitive exam to date. We are satisfied with these results

After assessing our course SLOs from 2016 we began working on some of the negative trends we discovered at the course level beginning with EME 100. We noticed the traditional EME 100 class and the Hybrid EME 100 class has good retention but success rates are poor. We believe the low success rates in the Hybrid class are a result of the LMS system that was adopted from JB Learning. The lead instructors have explained this particular LMS is difficult to use and limits interaction with the students. The lead instructors are currently working on developing the class on the Canvas LMS. This change will go live in spring 2018 and we will re-evaluate the results at the completion of the spring 2018 semester.

We believe the low success rates in EME 100 and the hybrid class is also attributed to students who are not well prepared and struggle with reading comprehension and medical terminology. A tiered non-credit course that addresses the academic deficiencies in reading comprehension, and medical terminology will be offered in Summer 2018. We also need to update Power Points and incorporate active learning techniques in the classroom. We will reevaluate the traditional EME 100 class at the end of the fall 2018 semester.

We are meeting our goals in EME 106/106L especially those offered at Camp Pendleton. We have over 80% retention and over 90% first time pass rate on the NREMT cognitive exam. As per recommendation by California State EMS Authority we have also incorporated an intense four-hour bleeding control class and our moving to begin incorporating the high fidelity manikins into the simulation experience. To help with NREMT pass rates we incorporated an online study program that uses a predictive practice exam. We are waiting for the NREMT to release the new stats on the first time pass rates to see if there is a significant difference.

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Although not technically part of the course SLO the overall success rate of EME 106/106L is concerning at 72%. Of the 72% who pass the class, over 90% go on to pass the psychomotor exam and over 80% go on to pass the cognitive NREMT exam. We have met as a faculty and engaged in robust conversations and believe that our current quizzes and exams and Power Points are outdated. We are working on updating those and are also working on curriculum that will encourage a more interactive classroom environment.

We are noticing a concerning trend with EME 175/175L. Enrollment is dropping and there has been a noticeable decrease in retention and success rates. To be honest, we are not sure why this is occurring and will be meeting as a faculty to address this issue. We believe that enrollment may be dropping as a result of another college offering this class in a hybrid format. This delivery method is definitely an option and if this is what our students need, we will make the appropriate changes to the curriculum to offer this class in the hybrid format.

The paramedic academy is doing well and all classes are meeting the SLO goals. We only lost one student in EME 206, and one student in EME 208. Class 49 performed exceptionally well in the field internship (EME 215) only losing two students. Of the 31 that successfully graduated, 30 have successfully passed the NREMT cognitive exam. We believe this success is attributed to creating more interactive/hyper-realistic simulations that incorporate multiple chief complaints as well as updating Power Points that are focused on pathophysiology and treatment. Class 50 is trending the same way to this point.

PART 3: PROGRAM GOALS

1. Progress on Previous Year's Goals: Please list discipline goals from the previous year's reviews and provide an update by placing an "X" the appropriate status box .

Goal	Completed	Ongoing	No longer a goal
Simulation Center has been approved however there has been a significant delay in implementing due to other facilities requests and priorities. We would like to have this up and running by sometime during Spring 2018.		X	
Replace outdated and broken equipment and computers, but still have some things that will need replacing but overall we have updated and replaced most major equipment items.	X		
Increase permanent staffing. We requested another full time position to replace the spot that will vacant when the current program director retires this summer (2018). I believe we are number 8 on the PRP Faculty list and anticipate this position being filled. This is also an Accreditation issue and will need to be filled upon the Program Director's retirement.		X	

2. New Discipline Goals: Please list all discipline goals for this three-year planning cycle (including those continued from previous planning cycle):

Goal #1	
Program or discipline goal	Implement strategies to facilitate possible move (Public Safety) to North Center facility.
Strategies for implementation	Currently we are waiting direction from administration on whether or not we will be moving to the Fallbrook North Center as part of a Public Safety Training Center. We have submitted materials to administration and are awaiting discussion and direction on our next step. We have an upcoming meeting on November 15 to discuss options with the President, VP, and Dean and anticipate we will have a better idea of the long term goals for

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	this project.
Timeline for implementation	The soft opening for the North Center is scheduled for Summer of 2018. We do not anticipate being part of the first phase of this project but rather the second phase when permanent structures will be constructed. This may be two to four years away.
Outcome(s) expected (qualitative/quantitative)	If we are designated to move to a new Public Safety Center, we anticipate and growth in our program and a huge improvement on the quality of training we can provide. We will also be able to provide more cutting edge training and believe this will draw a significant amount of students from the Temecula and Murrieta area as well as our normal student population.
Goal #2	
Program or discipline goal	Expansion of Contract Education classes offered and integrated with Community CE Education Program (non-credit)
Strategies for implementation	We now have a new Associate Dean that is working with us on several contract education programs and want to greatly expand the specialized and continuing education courses we can offer to the communities and first responders (ACLS, PHTLS, TCCC, LEFR, PEPP, HEMCON, K9 Medicine).
Timeline for implementation	Spring 2018. We have moved one of our classes to contract ED (EME 116) starting in Spring 2018 and also am working with Nicole Roe (Associate Dean/Contract ED) on a Tactical K9 Med class we plan to offer in Feb 2018. We will begin offering our contract education classes Spring 2018 and building on this in the future.
Outcome(s) expected (qualitative/quantitative)	Anticipate a very good response, and improved enrollment, to this from first responders/paramedics and EMT's as this will make obtaining CE's that are required for license recertification much easier to obtain and allows students access to a variety of classes that would not be available to them otherwise.
Goal #3	
Program or discipline goal	Office infrastructure support. Our program has grown significantly over the last few years, especially with the addition of the Camp Pendleton classes and Transition Program. We would like to look into the feasibility of adding a full time Office Assistant to handle the increased workload and to improve office productivity and efficiency.
Strategies for implementation	Meet with Dean Fritch and discuss funding options to implement this additional position.
Timeline for implementation	Would like to implement Fall 2018 semester if fiscally possible.
Outcome(s) expected (qualitative/quantitative)	Would expect a significant improvement in efficiency and productivity of our overall department.

PART 4: FEEDBACK AND FOLLOW-UP

This section is for confirming completion and providing feedback.

Confirmation of Completion by Department Chair

Department Chair	Pete Ordille
Date	11/8/17

***Please email your Dean to inform them that the PRP has been completed and is ready for their review**

Reviewed by Dean

Reviewer(s)	Margie Fritch
Date	November 28, 2017

1. Strengths and successes of the discipline as evidenced by the data and analysis:

The faculty in this program are nothing short of amazing. The student experience is second to none as evidenced by the recognition of number one program in the state in the Launchboard data system. The program consistently ranks within the top five programs with regards to student pass rates on the National Registry Exam. The dedication of the faculty in this program with a laser focus on student success is what contributes to the huge success of this program statewide.

2. Areas of Concern, if any:

Retirement of Program Director in summer 2018 which will require the immediate hiring of another faculty per the external accreditation guidelines. Also a concern is the delay in the installation of the Sim Center. This is needed for students in the program and with all other facility projects in the queue this one doesn't seem to rise up to the top for completion. Huge concern with this since it negatively impacts the instructional program and the student experience.

3. Recommendations for improvement:

Hire a FT faculty by fall 2018 and complete the installation of the Sim Center.

***Please email your VP to inform them that the PRP has been completed and is ready for their review**

Reviewed by Vice President

Reviewer(s)	Jack S. Kahn Ph.D.
Date	1/14/18

1. Strengths and successes of the discipline as evidenced by the data and analysis:

- a. Fantastic mission statement.
- b. Overall great description of enrollment data etc (see below)--
- c. Please be sure and talk to our instructional designer (shes new) to help with hybrid/de
- d. So great to see your responsiveness to last years data and suggestions- hoping to see some changes in enrollment to our disproportionately impacted students
- e. Retention and success are much to be proud of and well presented
- f. 362 certificates- wow!
- g. Improvements all make sense – in the context of course of a very strong program
- h. SLO section is terrific and a model for the college- bravo! Thank you for including specific examples, results and strategies for success
- i. Contract ED stuff is so exciting!
- j. Goals make good sense and fit well within the overall report
- k. Great summary for a great program

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2. Areas of Concern, if any:

1. Please include raw data (so if enrollment is up 6% it was x before now y etc.)

3. Recommendations for improvement: