



Program Review and Planning

OVERVIEW OF PROGRAM REVIEW AND PLANNING FOR INSTRUCTIONAL PROGRAMS

Program Review is about documenting the plans you have for improving student success in your program and sharing that information with the 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 our new Guided Pathways plan, this review becomes even more crucial for the success of our students and college.

[We are using the Strengths, Opportunities, Aspirations, Results \(SOAR\) strategic planning technique to help us focus on our current strengths and opportunities, create a vision of future aspirations, and consider the results of this approach.](#)

BASIC PROGRAM INFORMATION

Academic Year
2018-2019

Are you completing a comprehensive or annual PRP?
Annual

Department Name
Nursing Education

Discipline Name
Nursing (NURS)

Department Chair Name
Julia Robinson, DNP

Division Name
Mathematics, Science and Engineering

Website address for your discipline
<https://www2.palomar.edu/pages/nursing/>

Discipline Mission statement

To provide a high quality nursing education to qualified and diverse students for the development of entry-level registered nurses who are prepared to meet the evolving healthcare needs of the community. The faculty strive to create a student-centered environment of collaboration, lifelong learning, and mentorship to promote academic excellence and compassionate nursing care.

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

Does your discipline have at least one degree or certificate associated with it?
Yes

Are any of your programs vocational (CTE/CE)?
No

List all degrees and certificates offered within this discipline.

AA Nursing
AA LVN to RN Nursing
AS Nursing
AS LVN to RN Nursing

Certificate Nursing: Non-Degree 30 Unit Option for LVN to RN

Please list the names and positions of everyone who helped to complete this document.

Dr. Julia Robinson, Department Chair/ Program Director

Amy Hinchman, ADA

Jena Lansford, CTPS

Full-time faculty (FTEF)

10

Part-time faculty (FTEF)

21

Classified & other staff positions that support this discipline

Amy Hinchman, ADA - 12 months - 100% (1 FTE)

Jena Lansford, CTPS - 12 months - 100% (1 FTE)

Additional hourly staff that support this discipline and/or department

Susan Morgan - RN lab assistant - 5 hours per week average

Andre Allen - Student Success Advisor - 20 hours per week average

PROGRAM INFORMATION

PROGRAM OUTCOMES

Begin this section by reviewing the Program Review reports for courses and programs in TracDat. All active course and program outcomes should be systematically assessed over a 3-year cycle.

- **Program** = Leads to a degree or certificate
- **Discipline** = A group of courses within a discipline

*Programs will be able to complete program completion and outcome questions.

How well do your program's learning outcomes communicate the scope and depth of the degree/certificate offered and align with employer and transfer expectations?

The Nursing Education Department's program learning outcomes represent the scope and depth of the degree offered and align with the employer and transfer expectations.

Program Learning Outcomes:

- 1.) 70% of the students who enter the program will graduate.
- 2.) 85% of the graduates will pass the NCLEX-RN licensure exam on the first attempt.
- 3.) 70% of Graduates will be employed as a registered nurse or enrolled in a program to advance their education within 12 months of graduation.

The nursing program is rigorous with very high standards, as well as high expectations of competency upon graduation. Students must demonstrate competency in three domains which include, theory, laboratory and clinical practice. Students must attain theoretical knowledge, and they must be able to link the knowledge to their clinical practice demonstrating critical thinking and clinical reasoning. Scope and depth are demonstrated in the high rate of student's who graduate and the high rate of graduates who pass NCLEX-RN licensure exam.

Palomar's Nursing program is a well respected program with graduates typically finding employment within 6 months of graduation. This demonstrates our program learning outcomes align with employer expectations, as Palomar Nursing Graduates are typically sought for entry level nursing jobs..

More than half of the graduates continue in their education to advance their education with a BSN and MSN degree immediately after graduation.

Describe your program's plan for assessing program learning outcomes.

The Nursing Education Department assesses the program learning outcomes quarterly and at the end of each semester. The NED feel these intervals for assessment are appropriate in which to make necessary changes as needed. The NED has also collaborated with IRP for data collection and analysis. This process has allowed the NED to also identify and correct problems in a timely manner.

The National standards/ benchmarks are set in which a minimum must be consistently met for continued licensing and accreditation, and this data is reported to the BRN and the ACEN annually.

Summarize the major findings of your program outcomes assessments.

PLO's 1-3 represent the scope and depth of the degree offered and align with the employer and transfer expectations as demonstrated by the following assessment findings on a 3 year average:

PLO 1: 70% of the students who enter the program will graduate.

Assessment - 86% of Palomar nursing students entering the nursing program graduated.

PLO 2: 85% of the graduates will pass the NCLEX-RN licensure exam on the first attempt.

Assessment - 90.6% of the Palomar graduates passed the NCLEX-RN exam on the first attempt.

National benchmark set at 75%

PLO 3: 70% of Graduates will be employed as a registered nurse or enrolled in a program to advance their education within 12 months of graduation.

Assessment - 95.3% of Palomar graduates are employed within 12 months of graduation

Assessment - 56% of the Palomar graduates continue to advance their education

Depending on the degree or transfer goals of our students, they have the choice of three different GE pathways:

- [Associate Degree GE Requirements](#)
- [CSU GE Requirements](#)
- [IGETC Requirements](#)

Palomar College has identified a set of General Education/Institutional Learning Outcomes, which represent the overall set of abilities and qualities a student graduating from Palomar should possess. [Click here for a link to Palomar's GE/ILOs.](#)

PROGRAM COMPLETIONS

Student success is at the core of what we do in assisting students in achieving their goals.

The Chancellor's Office Vision for Success stresses the importance of Program Completion as a major goal for our students. In addition, transfer and career readiness are key components of Palomar College's mission statement. This year, our funding formula has also changed reflecting this emphasis, providing additional funding as a function of the number of completions.

In this section we will identify a program standard and a stretch goal (what you would like to move toward) for program completions.

The standards represent the lowest number of program completions deemed acceptable by the College. In other words, if you were to notice a drop below the set standard, you would seek further information to examine why this occurred and strategies to increase completions.

In this section we will identify a program standard and a stretch goal (what you would like to move toward) for programs.

List the number of completions for each degree/certificate for the previous year.

Total of 68 Nursing degrees were granted for 2017-2018

AA Nursing - 18

AS Nursing - 50

Certificate - Non-Degree 30-unit option = 0/0

Have your program completions Increased, decreased, or stayed the same over the last 5 years?

Increased

What factors have influenced your completion trends?

The NED has recruited and hired experienced nursing faculty to fill the vacancies in the department. This has provided a high level quality and consistency in the delivery of content, but also in the student mastery of the content across the program. The NED has also filled the 2 full time staff positions who provide support to the faculty, but also support the students in the program. The part time lab assistant is a BSN nurse who works in the lab with students on a drop in basis for clinical skills, and is student driven. The NED continues to utilize the part time Student Success Advisor, who is also a master's prepared nurse, to work with students needing either clinical skills and/ or theory tutoring and assistance, as well as mentorship. Students are referred to the Student Success Advisor, but students can self refer as well. The NED and the student nursing association (SNAP) have collaborated to form a peer to peer mentorship program, where senior students are paired with new students to help navigate the program and offer student support as needed.

The Chancellor's Office Vision for Success stresses the importance of reducing equity gaps through faster improvements of underrepresented groups.

ACCJC also requires that colleges establish institutional and program level standards in the area of success rates. These standards represent the lowest success rate 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.

[Click on this link to review the course success rates \(A, B, C, or Credit\) for your discipline.](#)

In this section we will identify a course success rate standards and a stretch goal (what you would like to move toward) for programs.

Course Success Rates by gender, age, ethnicity, special population, location, and modality (You can access the Student Equity Plan on the SSEC website <https://www2.palomar.edu/pages/ssec/>)

COURSE INFORMATION

COURSE SUCCESS AND RETENTION

What is your program's standard for Discipline COURSE Success Rate?

70.0%

Why did you choose this standard?

Using college standards for 70%.

However, success and enrollment rates for the Nursing department has steadily increased over the last several years.

Enrollment has increased from 381 in 2015 to 566 in 2018. The overall success rate also increased from 93% to 95% and continues to maintain this success rate even with the increase in enrollment.

What is your Stretch goal for COURSE success rates?

85.0%

How did you decide upon the goal?

While the program's course success rate has been well above the institutional standard of 70%, setting our stretch goal midway between our recent success rate and the institutional standard rate would serve as a realistic stretch goal.

COURSE OUTCOMES

How have you improved course-level assessment methods since the last PRP?

The NED continues to assess course outcomes at the end of each semester by evaluating many variables of the course, and by completing an End of Semester Report (EOSR). This report is completed by the faculty teaching the course. Data assessed includes completion based on demographics, reason for attrition, grade distribution, and by faculty and student evaluation of the course. Recommendations for change are included. This information is critically evaluated and analyzed for variations and for changes needed. This method and interval for assessment are appropriate and allows the NED to identify problems early and effect change when needed.

Summarize the major findings of your course outcomes assessments.

Course completion rate is consistently maintained at 95% overall. With students 24 years of age and younger having a higher rate of success and retention, likewise we see a slight decrease as age increases. Factors identified for the decrease include, second career, working while in school, family to support and care for. Ethnicity demonstrates that Asians, Whites and Hispanics have a slightly higher rate of success and retention than other reported ethnicities. Success for males at 94% with females at 95%, and retention rate for males at 99% and for females at 97%.

It was determined that the major reasons for attrition were math competency and application of theory into clinical practice. This has been addressed in several ways:

#1 moving lectures out of the labs thus allowing more open lab hours

#2 encouraging new students to participate in the peer to peer mentor program

#3 encouraging students to take non-credit courses designed for nursing and EME students (or potential students)

- Reading comprehension

- Math comprehension

- Medical terminology

#4 offering online Pharmacology and Health Assessment courses

#5 encouraging students to attend the SNAP math workshops

#6 encouraging students to utilize Assessment Technology Institute (ATI) electronic resources for leaning new material and for remediation

#7 providing several simulation lab days each semester for drop in student practice

This section is intentionally blank for annual PRPs. Please click "Next" to continue.

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Program Goals

In the previous sections, you identified opportunities for improvement. Using these opportunities, develop 3-year [SMART goals](#) for your department. Goals should be Specific, Measurable, Attainable, Relevant, Time-Specific. Ensure your goals align with the mission of your department and/or [the College's strategic plan](#).

Please list all discipline goals for this three-year planning cycle. [Click here for previous PRPs and goal information](#).

Goals

Goal 1

Brief Description

Provide high quality education for all students to ensure student success and preparedness.

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

- 1.) Provide various methodologies for student learning to include active learning in the classroom, electronic resources such as ATI Capstone, Virtual ATI, and ATI NCLEX-RN predictor exam, as well as increased simulation instruction.
- 2.) Implement a major curriculum change to reflect a Concept-Based Curriculum. The framework has been established and work continues. This curriculum was proposed to allow students to learn and understand concepts to then apply the learned concepts to a variety of patient conditions, instead of learning individual patient conditions. This will make a large volume of nursing information manageable and understandable.
- 3.) The NED has implemented the ExamSoft test security program, to maintain a secure online testing environment which allows students to be familiar with computerized testing before taking the NCLEX-RN licensing exam. This program allows for immediate student feedback, as well as a sophisticated item analysis process, and allows faculty to provide high quality exam questions that are similar in structure to NCLEX-RN exam.

Outcome(s) expected (qualitative/quantitative)

Improved completion and retention rates, lower attrition.

Increased student and faculty satisfaction.

Maintain or improve NCLEX-RN pass rates.

How does this goal align with your department mission statement, the college strategic plan, and/or Guided Pathways?

Aligns with the NED's mission statement to provide high quality nursing education who are prepared to meet the evolving health care needs of the community.

Goal #1 - To implement instructional strategies that strengthen and connect teaching and learning across the college.

Objective 1.2: Encourage and promote innovated instructional and student support practices and strategies focused on strengthening teaching and learning.

Expected Goal Completion Date

12/6/2019

Goal 2

Brief Description

Address the recommendations and area of non-compliance resulting from the ACEN site visit September 2015.

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

This goal is partially complete. The follow-up report has been completed and submitted. Awaiting determination letter.

- 1.) Areas identified as still needing development by accreditation standard are to ensure the nurse administrator has sufficient time and resources to fulfill the role responsibilities.
- 2.) Proposed position to serve as the program director to focus on licensing/ accreditation regulations and requirements.

Outcome(s) expected (qualitative/quantitative)

Accreditation follow-up report with no restrictions and no recommendations.
Continued accreditation.

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

Goal #4: Strengthen, promote, and support the college's diverse workforce through strategies focused on recruitment, hiring and retention.

Objective 4.2: Evaluate and improve recruiting, hiring, and professional development processes to increase diversity in hiring and ensure faculty and staff are prepared to serve the college's diverse student body and community.

Expected Goal Completion Date

5/31/2019

Goal 3

Brief Description

To expand the nursing program.

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

- 1.) Admit dedicated LVN-RN cohort into the 2nd year of the program.
- 2.) Offer 4 and 8 week courses for required nursing specialties. This will allow foreign nurses who only need 1 or 2 specialties to complete deficiencies and apply for licensure in California.
- 3.) Continue to reserve two seats in the first semester for veterans meeting criteria for program acceptance.
- 4.) Continue to offer the summer academy for high school students to receive up to 3 units upon successful completion.
- 5.) Offer three online courses have been developed to support nursing students, nurses and those wishing to enter this field.

Outcome(s) expected (qualitative/quantitative)

Increased student enrollment
Increased student retention

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

Goal #2: Strengthen efforts to improve outreach, persistence, and student success.

Objective 2.6: To address opportunity gaps among the college's diverse student body, strengthen and integrate existing programs focused on persistence and student success.

Expected Goal Completion Date

12/6/2019

Goal 4

Brief Description

Development of community continuing education

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

Provide BRN approved CEUs and courses to practicing nurses.

- Offer CEU self study course "The Role of the RN Preceptor"

- Offer online college credit courses:

- 1.) Pharmacology I & II (each a 2 unit course) currently 16 weeks, however converted to 8 week courses for fall 2019.

- 2.) Health Assessment (1 unit course) 8 week course scheduled for fall 2019

Outcome(s) expected (qualitative/quantitative)

Increase student enrollment.

Provide continuing education for nurses within the community

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

Goal #2: Strengthen efforts to improve outreach, persistence, and student success.

Objective 2.6: To address opportunity gaps among the college's diverse student body, strengthen and integrate existing programs focused on persistence and student success.

Expected Goal Completion Date

12/20/2019

Goal 5

Brief Description

Outreach potential nursing students, at Palomar college and those in the community

Is this a new or existing goal?

New

How will you complete this goal?

Attend outreach events using Palomar Powered materials

- Events on all Palomar campus'.

- Develop new printed marketing materials

Outcome(s) expected (qualitative/quantitative)

1.) Increase enrollment of diverse student population

How does this goal align with your department mission statement, the college strategic plan, and /or Guided Pathways?

Goal #1 - To implement instructional strategies that strengthen and connect teaching and learning across the college.

Objective 1.1: Implement our campus theme "Better Together" and encourage all employee groups and students to include the campus theme in activities, discussions, and events on campus and in our community.

Goal #3: Strengthen the college's message to our community.

Objective 3.1: Implement the college's integrated communications plan that reflects Palomar's presence in the community and includes, but is not limited to an easy to navigate website, a strong social media presence and printed marketing materials.

Expected Goal Completion Date

12/6/2019

STAFFING AND RESOURCE NEEDS

Instructions

1. Refer to [Strategic Plan](#).
2. See [Data](#).
3. See career info (In PRP)

Are you requesting additional full-time faculty?

No

Are you requesting additional Staff, CAST or AA?

No