



Program Review and Planning 2019-2020

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
2019-2020

Are you completing a comprehensive or annual PRP?
Annual

Department Name
Nursing Education

Discipline Name
Nursing (NURS)

Department Chair Name
Karen Donovan

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)?
Yes

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.

Karen Donovan, Department Chair/ Program Director

Julie Van Houten, Assistant Department Chair

Amy Hinchman, ADA

Jena Lansford, CTPS

Full-time faculty (FTEF)

11

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. Many of our students are concurrently enrolled in BSN programs and beyond that, enroll in BSN programs shortly after graduating from the program.

Our current Program Learning Outcomes are as follows:

- 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 Palomar College nursing program maintains high standards and rigor. We communicate frequently and intentionally with our community partners and employers in order to ensure that our curriculum is adequately preparing the students to enter the workforce as Registered Nurses.

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. Our graduates also have a very high rate of employment within the first year following graduation and passing of the licensure exam.

Palomar's Nursing program is a well respected program. Our graduates have a very high rate of employment within 6 months following graduation and passing of their licensure exam. This demonstrates our program learning outcomes align with employer expectations, as Palomar Nursing Graduates are typically sought for entry level nursing jobs.

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

The Nursing Education Department (NED) assesses the program learning outcomes at the end of each semester and during each faculty workshop in August and January. The Student Learning Outcomes (SLO) facilitator reviews outcomes and inputs them into TracDat. The NED has also collaborated with Institutional Research and Planning (IRP) for data collection and analysis. Our Career Technical Program Specialist (CTPS) also collects and reports out on the data and collaborates with IRP to ensure the accuracy and efficiency of the reports. 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 1: 70% of the students who enter the program will graduate.

Assessment - 85% 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 - 88.1% 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 - 93.8% of Palomar graduates are employed within 12 months of graduation

Assessment - 67% 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.

A total of 67 Nursing degrees were granted for 2018-2019.

AA Nursing - 25

AS Nursing - 42

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?

Several factors have attributed to our program completion rates:

- Full complement of dedicated faculty and staff
- Assessment Technology Institute (ATI) resources
- ATI Capstone
- Virtual ATI
- ATI Live Review
- Student Success Advisor
- Performance Improvement Plans
- Peer to peer Mentor program

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?

We chose this standard based off of the college's standard success rate. The nursing curriculum is very rigorous and our exams are mostly application, especially during the final semesters of the program. Setting the standard at 70% is also in line with the National Certification Licensing Exam (NCLEX) in that we are preparing students to meet a minimum, basic competency as an entry level nurse.

What is your Stretch goal for COURSE success rates?

80.0%

How did you decide upon the goal?

Healthcare is a fast evolving field and the role of the nurse has steadily been expanding over the past several decades. In the past, curriculum was content based and students had to learn about certain disease processes and interventions related to each disease process. There has been a call for our nurses to be prepared to enter the workforce with increased clinical reasoning skills in order to take concepts and apply their knowledge and skills in order to be better prepared for the wide variety of illness/disease they will encounter that may or may not have been encountered by them as students. This concept allows for our program to move away from content saturation and train our students to be able to think like nurses and apply concepts when formulating their plans of care. We are quite confident that our students will rise to the expectations set for them.

COURSE OUTCOMES

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

Data assessed includes completion based on demographics, reason for attrition, grade distribution, and by faculty and student evaluation of the course.

Each semester has committed to provide a proctored ATI exam and this data feeds into a score that reflects the students success percentage of passing the NCLEX.

We hold a Student Nurses of Palomar College (SNAP) sponsored student-faculty "Round Table" where students provide their feedback on the program and their semesters to faculty. This has been a very positive experience that has resulted in real-time and future course and program changes toward improved student outcomes. Although we have been holding these for decades, the focus and positive outcomes of these round tables has experienced a shift toward a more positive, productive assessment of courses and has resulted in improved communication, assessment and program improvements.

Summarize the major findings of your course outcomes assessments.

Duplication as well as gaps in the curriculum have been identified and has stimulated more collaborative discussion on curriculum and our curriculum revision. These discoveries have been made through our proctored exams and the ATI Capstone as well as during curriculum workshop meetings.

2018-2019 is the first year we see a majority of students identifying as Hispanic. Our students consistently represent a diverse group. Increasing number of ESL students may indicate need for increased student support and resources.

LVNs continue to struggle even after implementation of LVN Workshops. This is an active conversation in our curriculum meetings as we search for ways to better support the success of our LVN-RN students. Some of the ideas have been to offer them a seat in the second semester of the program rather than the third semester. This will give them more exposure to the program expectations/rigor and allow for additional experience and time to acclimate and form supportive bonds with their classmates and peer

mentors. Earlier entry into the program will also provide them with the RN focus on the specialties of Pediatrics and Maternity which, will better prepare them for the NCLEX.

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. Continue to 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. Provide ongoing evaluation, education, and training for new faculty to ensure the highest level of program expectations and flexible congruency.
3. Continue to work on a major curriculum change to reflect a Concept-Based Curriculum. 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 change is in response to the changing needs and demands of the novice nurse in today's healthcare arena.
4. 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. All faculty have free access to educational webinars on exam statistics and test-writing workshops.
5. Collaborations with the Disability Resource Center (DRC) to request clinical site visits to evaluate possible accommodations that can be made for learning disabilities while students are in the clinical setting that are reasonable and feasible given the academic setting.

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 students who are prepared to meet the evolving health care needs of the community. We also strive to prepare students for transfer to complete their upper level courses and pursue a Bachelor's and/or Master's in Nursing.

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

Completed

How will you complete this goal?

Goal was met.

Outcome(s) expected (qualitative/quantitative)

Goal was met.

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

Goal was met.

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. Continue to admit to the LVN-RN cohort into the 2nd year of the program while also offering any available seats in the second semester of the program to allow more seats to those waiting to complete

the LVN-RN program.

2. Continue to pursue curriculum revision that will allow for 4, 5 and/or 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. This also aligns with the Board of Registered Nursing (BRN) requirement for theory and clinical to be concurrent.
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. Continue to offer three online (Pharmacology for Nurses I, Pharmacology for Nurses II, and health Assessment) courses to support nursing students, nurses and those wishing to enter this field.
6. Hire an ISA III, Nursing-Simulation Tech to assist in being able to expand our Simulation Lab capacity and capabilities.

Outcome(s) expected (qualitative/quantitative)

1. Allow for an increased number of LVNs pursuing their RN to enter and complete the program. We expect to be able to increase the number of LVN-RN students by 150% from the current minimum seats held in the third semester.
2. We expect to have our Curriculum Revision completed and approved by Spring of 2021. Our goal is to maintain our current program completion rate and NCLEX pass rate during the implementation for our new curriculum.
3. Continue to admit two Veterans into the first semester cohort.
4. Continue to offer the summer academy and promote the Palomar College Nursing program as well as the other health career programs.
5. Continue to offer and promote the online supplemental courses for nursing pharmacology and health assessment.
6. Be able to expand the simulation lab hours and experiences for our students. Per the BRN, we are able to provide up to 25% of clinical experiences through simulation. This will, in turn, allow for us to accommodate additional students despite the current restraints placed on program expansion by the limited number of students approved for our clinical sites in each rotation.

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

Through expansion of the program, we are aligned with our department mission statement in that we are striving to prepare our students to meet the changing demands of entry-level nursing position by providing a high quality nursing education that is relevant and that adequately prepares the students to meet the needs of the community and our community partners.

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

Completed

How will you complete this goal?

1. Provide BRN approved CEUs and courses to practicing nurses.
 - Offer CEU self study course "The Role of the RN Preceptor"
2. Offer online college credit courses:
 - a. Pharmacology I & II (each a 2 unit course) currently 16 weeks, however converted to 8 week courses for fall 2019.
 - b. Health Assessment (1 unit course) 8 week course scheduled for fall 2019

Outcome(s) expected (qualitative/quantitative)

1. RN's in our community partner facilities will be incentivised to be preceptors and will be better prepared for the role once completing the course.
2. These online courses will strengthen the knowledge and preparedness of those in or entering our program as well as those out in 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

12/6/2019

Goal 5**Brief Description**

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

Is this a new or existing goal?

Existing

Goal Status

Ongoing

How will you complete this goal?

Attend outreach events using Palomar Powered materials

- Events on all Palomar campuses.
- Develop new printed marketing materials
- Local high schools for the Summer Academy

Outcome(s) expected (qualitative/quantitative)

-Increase enrollment of diverse student population

-This proactive approach will give potential students the information needed to be more successful and competitive once they reach the applicant process. Students will also be able to avoid actions that will impede their ability to apply to the program.

-Increase interest and knowledge of the health related fields of education offered at Palomar College and to boost enrollment.

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 "Palomar makes it Possible" and encourage all employee

groups and students to include the campus theme in activities, discussions, and events on campus and in our community.

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

RESOURCE REQUESTS AND BUDGET ALLOCATION REVIEW

Budget Analysis: This section should be completed by department chairs by the end of September.

Are there areas in your budget where there has been a historical surplus (See three year trend)?
No

Are there processes that need to be examined to ensure we are being the most efficient with funding?
No

Are there ongoing needs in your department budget that you currently do not have the resources for?
No

Do you have non-general fund sources of funding?
No

One Time Needs

For more information about funding sources available, see [IELM BLOCK GRANT, LOTTERY PERKINS AND STRONG WORKFORCE GUIDELINES](#) (on the left menu of the web page.)

Please check with your department chair on the availability for this cycle.

Do you have one-time funding requests?
No

Review

Chair Review

Chair Comments

Chair Name
Karen Donovan

Chair Sign Date
10/29/2019

Dean Review

Strengths and successes of the discipline as evidenced by the data and analysis:
dedicated faculty and strong clinical partnerships.

Areas of Concern, if any:
lack of administrative support

Recommendations for improvement:
hire a 12 month administrator to oversee the program.

Dean Name
margie fritch

Dean Sign Date
12/10/2019

IPC Review

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

Areas of Concern, if any:

Recommendations for improvement:

IPC Reviewer(s)

IPC Review Date

Vice President Review

Strengths and successes of the discipline as evidenced by the data and analysis:
Great to see increase in completion! The nursing program has done a lot of really creative work- thank you.

Areas of Concern, if any:

Recommendations for improvement:

Vice President Name
Jack S. Kahn Ph.D.

Vice President Sign Date
1/30/2020