

Santa Rosa Junior College

Program Resource Planning Process

Nursing Vocational 2014

1.1a Mission

Mission of Vocational Nursing Program: To prepare nurses for entry to practice as professional vocational nurses. The standard of nursing care provided by our graduates will be characterized by application of theoretical knowledge for patients of all ages and in multiple settings. Our graduates will demonstrate caring, cultural sensitivity, and acceptance of ethnic, race, religious, gender, age, and lifestyle differences in their practice. They will be self-directed, responsible, resourceful, and resilient professional nurses. (Approved by BVNPT 2/2012)

The program strives to provide students access to current technology and equipment necessary for employment in health care. Faculty strives to create a welcoming and open learning environment that supports student retention and success, and provide excellent role models for students.

1.1b Mission Alignment

The Santa Rosa Junior College Vocational Nursing Program is consistent with the District's mission and strategic goals including the following:

Support Student Success. Prepare students for entry level practice as professional vocational nurses thus supporting economic growth and advancement.

Foster Learning and Academic Excellence. Provide students the opportunity to excel by providing variety of approaches to learning including use of technology-based testing and adaptive learning.

Serve our Diverse Communities. Program continues to provide graduates with meaningful employment and meet the needs of the local community. Historically, the program attracts students from over 15 different countries. The rich diversity provides opportunity to incorporate concepts of caring, cultural sensitivity, and acceptance of ethnic, race, religious, gender, age, and lifestyle differences.

Establishing Strong Culture of Sustainability. Maintain partnerships with local health care agencies. Partnership endeavors, e.g. Students participating in health outreach projects. Program strives toward highest level of 'going green' by using all possible digital media.

1.1c Description

The SRJC VN Program is a 3 semester program following pre-requisites with a total of **68 units**.

18 units are pre-requisite courses:

Anatomy 1 or 58: 3 units
Physiology 1 or 58: 3 units
FDNT 62 Nutrition or FDNT 10 AND FDNT 162: 3 units
Psych 4
3 units of:
Psych 1A or Psych 5 or Psych 7 or Psych 56
3 units of:
Comm 5 or 7 or 66 or Speech 1A or Speech 6
Eligibility for English 1A
Eligibility for Math 150 A

Advisories:

CSKLS 100 2 units
HLC 160 3 units
NRA 51.1 Nursing Assistant
CSKLS 334 How to take an online class

The remaining 50 units are divided into:

26 units of theory: NRV 51: 8u, NRV 52.1: 8u, NRV 52.2: 2u and NRV 53: 8u, 2.5 units of skills lab (two 1 unit courses NRV 58A & B and one 1/2 unit course NRV 58C) and 18.5 units of lab (one 6 unit course NRV 51L, one 4 unit course 52.1L, one two unit course NRV 52.2L and one 6.5 unit course NRV 53L) in clinical settings.

Pharm 255 Comprehensive Pharmacology Update 2 units: completed prior to or concurrent with NRV 51

Pharm 256.1 Advanced Pharmacology Update 1 unit: completed prior to or concurrent with NRV 53

BVNPT Code 25.33 which describes VN program content;

"Curriculum content shall include: 1) Anatomy and physiology, 2) Nutrition, 3) Psychology, 4) Normal Growth and Development 5) Nursing Fundamentals, 6) Nursing Process, 7) Communication both verbal and written including communication with patients who have psychological disorders, 8) Patient Education 9) Pharmacology which shall include: a) knowledge of commonly used drugs and their action b) Computation of dosages c) preparation of medication and d) Principles of administration:

This program meets the California State Board of Vocational Nursing and Psychiatric Technicians (BVNPT) requirements for basic level entry for the vocational nurse. This program submits and meets a 4 year ongoing accreditation process with the BVNPT. Graduates are qualified to sit for the NCLEX/PN, the national licensure examination to become a vocational nurse. This program received total BVNPT accreditation approval for 4 full years without any recommendations based on Self Study submitted Sept 2011. Accreditation approved by BVNPT February 2012 which will remain current until the next cycle ending in February 2016.

1.1d Hours of Office Operation and Service by Location

The program conducts lectures (NRV 51, 52.1, 52.2 and 53) on Mondays between 8 am and 4 pm (during all three semesters) including online proctored testing as listed on the student schedule(all three semesters). Skills laboratory (NRV 58 A,B,C) is on Tuesdays from 1 pm to 4 pm and Clinical lab (NRV 51L, 52.1L, 52.2L, and 53L) is 18 clinical hours per week on a combination of days and shifts which may include: Wednesdays, Thursdays, Fridays, Saturdays and Sundays from 6:45 am- 3:45pm or from 1:30 to 10:30 pm. The number of clinical hours and days per week vary with the various program requirements and vocational nursing courses.

During Preceptorship, students are assigned to clinical agencies with one VN or RN nurse preceptor and must work whatever shift, days, evenings, nights, available 7 days a week that the preceptors work. Faculty liaison's make a minimum of 1-2 weekly visits and carry cellphones and are on-call 24/7 while students are working with preceptors. The preceptorship is the last 5-6 weeks of the VN program prior to graduation.

The Health Science office is open from 8:00 am to 5 pm Monday through Friday.

1.2 Program/Unit Context and Environmental Scan

The VN program has been in existence for 50 plus years with an excellent reputation for training qualified safe entry level graduates. Many VN graduates further their education by becoming registered nurses (RNs). **Even in today's tight job market, our past several VN cohort graduates have found one if not two or more jobs as VNs in our community.** This is due to program excellence and community reputation the excellence and competence of our teaching faculty and the fact that our students have clinical experiences in 49 different clinical health care agencies that employ VNs during the program. In employment, our graduates often serve as mentors, preceptors and role models to current students.

The VN program is accredited by the Board of Vocational Nursing and Psychiatric Technicians for the State of California (BVNPT). SRJC's VN program has had a long history of nearly 100% pass rate on the NCLEX-PN for the past 10+ years. We have enjoyed that 100% rate for the last three cohorts. The cohort graduating S2013 had a 96% pass rate. The student was a DRD student who ran out of time. She retook the exam and passed. After extensive pro bono work in Summer 2011 preparing the BVNPT self study, a 2000+page report was submitted to the BVNPT and the program received a **complete four year Accreditation in February 2012 without a single recommendation.** This process included the newly revised curriculum described below to bring standards up to statewide BVNPT and practice expectations. The next accreditation is due Fall 2015. **Paid administrative time must be allocated to accomplish this major task.**

In July 2008 our VN Extended (part time) program was inactivated due to lack of funding, budget and staff. This was a viable practical program for working people particularly medical assistants and certified nursing assistants (CNAs) that wanted to advance their career. In Summer 2010 the NRV 60 series of classes was officially put on inactive status in the curriculum profile. This program may be an excellent way to expand VN graduates in the future if funding and staff were provided.

In Spring 2007, before this director assumed program leadership, there were major changes in the (BVNPT) regulations related to the VN curriculum and in the NCLEX-PN test plan. The entering cohort that fall was screened and accepted by the prior director. They graduated in Fall 2008. Surprisingly, 40% of those graduates did not pass the NCLEX-PN exam on their first try. With the Director and Assistant Director's help these students remediated and all but 1 passed the NCLEX and are now licensed and working. This drop in pass rate was due to the fact that the BVNPT added new curriculum specifically in psychiatric nursing, leadership and pharmacy to the regulations and testing for the NCLEX-PN exam focused on those new changes.

The director and assistant director worked diligently, mostly pro-bono on off and additional hours for over a year researching state VN curriculum standards. We worked in collaboration with the BVNPT, the SRJC Cluster Curriculum and District CRC designing an updated state of the art curriculum. This revision included increased pre-requisites, updated pedagogy and classroom success and testing techniques, increased critical thinking and case scenarios in the classroom. We increased the level of difficulty in course objectives and in testing using Bloom's taxonomy of application, analysis and summary questions. This new curriculum revision was approved by the BVNPT and SRJC's CRC in 2011 to meet the new BVNPT curriculum regulations and to bring the curriculum current and competitive.

The new curriculum revision put the program in alignment with the new national licensure exam, NCLEX-PN, which now included: communication - verbal and written, including with psychiatric clients; psychology; pharmacology; increased leadership; legal/ethical concepts; critical thinking; culturally congruent care and end of life care. Changes to this new test plan included increasing the minimum score to pass the exam, adding alternative questions to assess clinical practice and critical thinking and focusing on the new curriculum areas which were changed in the regulations (see above). We have enjoyed a 100% pass rate for the past 3 cohorts since this new curriculum was implemented.

Accepted students are now required to complete:

1) TEAS V test (Testing of Essential Academic Skills: basic reading, science, math and English) and 2) a minimum Chancellor's cut score of 59 both a recommendation of the BVNPT Nursing Education Consultant. This has helped to better predict success in the VN program.

The new curriculum revision that is in compliance with BVNPT guidelines includes the following:

Added Pre-requisites:

Eligibility for English 1A
Eligibility for Math 150A
Psych Psych 4 and 3 units from either Psych 1A, 5 , 7 or 56
FDNT 62 or FDNT 10 and 162
Anat 1 and Physio 1 as an alternate to Anat 58 or Physio 58
Three units from either of the following - Comm 5, 7, 66 or Speech 1A or 60

Added Co-requisites:

Pharm 255 - 2 unit online course, prior to or concurrent with NRV 51 in Pharmacology for Nurses
Pharm 256.1 - 1 unit online course, prior to or concurrent with NRV 53 Pharmacology for Advanced Med/Surg

Course Advisories (Recommendations):

CSKLS 100: Skills for Medication Administration, 2 units

HLC 160: Medical Terminology, 3 units (Highly recommended)
NRA 51.1: Certified Nursing Assistant, 9.5 units
CSKLS 334: How to take an online course, 0.5 units

Summary:

The new revised and approved curriculum revisions include SLOs, LAPs and Rubrics and were a major effort on the part of 2 full time/regular teaching faculty/program administrators and one part-time/adjunct. The changes/revisions made improved the student's success in the VN program and their passage of the NCLEX-PN exam - from 60% to 100%.

2.1a Budget Needs

The current VN budget does not meet our needs and does not allow any room for growth. We request the following:

15 hours per week of administrative assistant time for program operation and admission and records of students. One suggestion may be to hire a full time admissions and records technician to be shared by all programs with admissions. The RN already have staff in place. This position can assist with program administration, district requirements and BVNPT requirements and can lighten the tremendous workload for the director and assistant director. It is extremely complex to screen applicants to meet district, program and BVNPT regulatory compliance. The director and assistant director do not have enough release time to complete the many hours necessary for complete paper screening. If not done properly, this can present a liability to the district.

We request 10 hours per week for a grant writer to explore funding for the VN program for VN faculty training, equipment and support. We suggest a full or part time position to share with other departments which are also in need of grant funding.

We have submitted a CTEA grant for: \$14,147 to allow for faculty training in clinical simulations, upgrades in simulation equipment and additional equipment needed for competency, and to promote more successful student outcomes in preparing students for safe, competent, clinical care. This is one of our top priorities at this time.

The VN Director is retiring this year and gratefully, we have received approval for a full time faculty hire to serve as Assistant **Program Director as mandated by the BVNPT** to maintain the viability of the program. We ask for the support of administration via this PRPP to maintain staffing for program continuity and integrity. We request additional administrative release time for the Director and Assistant Director to maintain district, agency and BVNPT standards and requirements. The director requires at least 50% release time and the assistant 25% release to maintain compliance with district, program, agency and BVNPT regulatory requirements.

Additionally, the summer prior to the submission of the Program Accreditation for the BVNPT which occurs every 4 years. This 2000+ page report is mandated by regulation and requires a minimum of 160 hours of

release for the director and 80 hours of release for the assistant director. The next accreditation cycle will be due Fall 2015. This work must be completed in the summer of 2015. It is not possible for the director or assistant to complete this mandated regulatory task during the teaching semester.

If future growth is needed in the VN program there is the possibility of re-opening the inactive part time program. It would need to be staffed and funded prior to re-opening. This may be a goal for the future as our VN graduates continue to obtain employment after graduation.

Mileage for the Director and Assistant Director needs to be reinstated as both visit many clinical facilities per week in the county to supervise student's performance. The program uses a total of 49 clinical agencies throughout Sonoma County during the program that require weekly visits and supervision. These clinical agencies provide the VN student with valuable experience and exposure in areas of **future sustainable employment** for the VN graduate. All of our recent VN graduates find gainful employment in one of these many clinical agencies. Clinical agencies and sites must be visited to maintain agency expectations and contracts.

The VN program does not have grants to help cover costs, at this time. We would like to explore future grant possibilities for use in the VN program to further develop our green technology and to create a Sim Lab experience for our VN students to produce increased positive outcomes and student success.

Per this PRPP we request a department grant writer that can work with the VN and other programs to explore grant funding at least 8 hours per week. We also request allied hours for a faculty to create simulations for use in the sim lab, This position may also be a shared position with other programs with the VN's using at least 10 hours per week.

We have cut costs by "going green" and paperless with all course materials. We have placed daily quizzes onscreen in the classroom and giving online tests in a computer lab rather than using a hard copy. We have class notes and handouts on the VN courses on MOODLE class web pages. We have also placed our syllabi, handbook, course readers and any additional class materials on the MOODLE system for students and faculty. We communicate to students and faculty via e-mail rather than mailings or hard copies. We have now gone totally green, all quizzes, tests, syllabi and handbooks are now online on MOODLE. We have also made our VN application system "Green". All applications are available online in fillable PDF format. This is more user friendly for students and staff and allows for use of alternative NCLEX-PN type test questions to better prepare our VN student for passing the state licensure exam (NLCEXPN).

To further contain costs we will continue to inform and send all program acceptance/denial materials to students via email to save duplication and postage costs.

The VN program also needs some updated equipment and skills lab space for storage and use of equipment. Frequently many programs are using the same supplies simultaneously. We have our students purchase skills lab packs, DVDs and supplies for individual use, but some equipment is broken or needs updating to remain safe and clinically current and comply with clinical agency expectations and district contracts.

Additionally the VN program needs to continue to use a **STNC to video tape pertinent VN programs** for student and faculty use approximately 32 hours @**10.64/hr @ 30 plus** copies of DVDs @ **\$50. These 32 hours consist of:** 4 hours for Culture and Health Day, 8 hours for mandatory VN orientation to program and agency requirements, 4 hours for preceptor workshop, 4 hours for

VN pinning and 12 hours for additional agency trainings and workshops such as electronic medical records and agency required safety materials).

Nursing Vocational - FY 2012-13

2.1 Fiscal Year Expenditures

Santa Rosa Campus

Expenditure Category	Unrestricted Funds	Change from 2011-12	Restricted Funds	Change from 2011-12	Total	Change from 2011-12
Faculty payroll	\$168,965.00	24.76%	\$0.00	0.00%	\$168,965.00	24.76%
Adjunct payroll	\$117,740.30	-33.00%	\$0.00	0.00%	\$117,740.30	-33.00%
Classified payroll	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
STNC payroll	\$260.07	16.19%	\$0.00	0.00%	\$260.07	16.19%
Student payroll	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
Management payroll (and Dept Chairs)	\$0.00	0.00%	\$0.00	0.00%	\$0.00	0.00%
Benefits (3000's)	\$44,093.99	7.96%	\$0.00	0.00%	\$44,093.99	7.96%
Supplies (4000's)	\$598.13	-42.53%	\$0.00	0.00%	\$598.13	-42.53%
Services (5000's)	\$31.87	-31.43%	\$0.00	0.00%	\$31.87	-31.43%
Equipment (6000's)	\$0.00	0.00%	\$13,996.90	0.00%	\$13,996.90	0.00%
Total Expenditures	\$331,689.36	-6.12%	\$13,996.90	0.00%	\$345,686.26	-2.16%

Expenditure Totals

Expenditure Category	Amount	Change from 2011-12	District Total	% of District Total
Total Expenditures	\$345,686.26	-2.16%	\$109,755,801.72	0.31%
Total Faculty Payroll	\$286,705.30	-7.86%	\$37,642,229.36	0.76%
Total Classified Payroll	\$0.00	0.00%	\$17,914,387.66	0.00%
Total Management Payroll	\$0.00	0.00%	\$9,033,594.60	0.00%
Total Salary/Benefits Costs	\$331,059.36	-6.01%	\$83,300,149.56	0.40%
Total Non-Personnel Costs	\$14,626.90	>1000%	\$13,951,537.78	0.10%

2.1b Budget Requests

Rank	Location	SP	M	Amount	Brief Rationale
0001	Santa Rosa	01	06	\$14,147.00	CTEA grant submitted for VN faculty training on development of computer/mannequin simulations and additional updated and new equipment to develop simulations for clinical skills lab. We received CTEA funding last year for \$14,000 purchase of clinical simulators, now training and additional items needed.
0002	Santa Rosa	01	01	\$6,823.12	8 hours/week for 17 weeks @ 50.17/hour for faculty to develop clinical simulations for VN sim lab to improve student success and create more positive outcomes. May be a part of department shared position.
0003	Santa Rosa	08	06	\$8,620.20	120 hours for director @ 50.17 (6,020.40) and 60 hours @ 43.33 (\$2599.80) for Assistant Director to compose BVNPT accreditation summer 2015. This task is too complex to complete during teaching semesters. Accreditation is regulatory and mandated for program continuation.
0004	Santa Rosa	04	06	\$5,000.00	Replacement of outdated/broken lab or missing equipment, cannot provide instruction w/o these.
0005	Santa Rosa	06	06	\$2,000.00	Mileage for Director and Assistant Director to supervise students in 49 clinical agencies weekly throughout Sonoma County. Cannot supervise instruction without this.
0006	Santa Rosa	02	06	\$3,500.00	Adaptive learning stimulation package to increase critical thinking, success and retention and and clinical preparation and performance.
0007	Santa Rosa	05	01	\$20,469.36	Additional 12 hours/week allied base pay x 34 weeks @ 50.17/hour for Director and Assistant director release time to manage district, agency and BVNPT mandated requirements to maintain accreditation and program integrity. .
0008	Santa Rosa	05	06	\$3,000.00	Allied hours for grant writing to develop Sim Lab - 60 hours @ \$50/ hour
0009	Santa Rosa	04	07	\$3,000.00	Office equipment, paper, ink, supplies, cannot provide instruction w/o these. Need office printer cartridges for Director and Assistant Director to

					print confidential student information that should not be printed in HS service center.
0010	Santa Rosa	03	06	\$4,000.00	Staff development to support program outcomes and culturally diverse student retention and success.
0011	Santa Rosa	02	01	\$500.00	Video/DVD taping of required: clinical safety procedures, class and clinical orientation, pinning, etc. \$10.64/hour, plus copies for program and HLRC use.

2.2a Current Classified Positions

Position	Hr/Wk	Mo/Yr	Job Duties
None	0.00	0.00	

2.2b Current Management/Confidential Positions

Position	Hr/Wk	Mo/Yr	Job Duties
none	0.00	0.00	

2.2c Current STNC/Student Worker Positions

Position	Hr/Wk	Mo/Yr	Job Duties
STNC	15.00	12.00	Maintains contracts and agreements with offsite agencies, hospitals and clinics to support VN rotations and externships. Provides Support to VN program by tracking and keeping records of student background checks, immunizations, and program qualifications for acceptance into cohort.

2.2d Adequacy and Effectiveness of Staffing

Section 2530 of the BVNPT Regulations in regard to staffing and resources states: "The program shall have sufficient resources, faculty, staff and support services, physical space, skills laboratory and equipment to achieve program's objectives."

The program was already at low faculty resources with only 2 full time faculty.

We now have 2 full time and 13 adjunct faculty. We have lost 5 adjunct faculty this year to retirement and upward mobility. It is extremely difficult to find qualified adjunct faculty who meet the necessary BVNPT and agency requirements to maintain program continuity. The program does not have any current classified, STNC or confidential management positions to maintain student records, review program applications, and help maintain SRJC, District, Agency Contracts, or BVNPT guidelines. The program director will retire this year. Thankfully we have been approved for a new full time faculty replacement. We could use additional adjunct time to help coordinate program requirements to remain in compliance with the BVNPT.

We request an **addition of an administrative assistant 10 hours per week for 2 semesters of the program and 20 hours per week during our VN application period** (See previous Budget request) This can be a full time position shared by the department.

We **request 10 hours per week for grant exploration** and development (see budget)

We request **addtional release time for the Director (up to 50%) and Assistant director (up to 25%)** (see budget)

We request 160 hours for the director and 80 hours for the assistant director in Summer 2015 to complete the mandated BVNPT accreditation in the Summer of 2015.

The next VN program accreditation will be written Fall 2015. If changes are not made, the VN program will be out of compliance to meet program objectives in the areas of:

- 1 - Current skills lab equipment to meet program objectives
- 2 - Classified/STNC management support services
- 3 - Faculty resources

Nursing Vocational - FY 2012-13

2.2 Fiscal Year Employee Data and Calculations

Employee Head Counts

Employee Category	Count	Change from 2011-12	District Total	% of District Total
Contract Faculty	2	0.00%	283	0.71%
Adjunct Faculty	16	6.67%	1276	1.25%
Classified Staff	0	0.00%	497	0.00%
STNC Workers	1	0.00%	420	0.24%
Student Workers	0	0.00%	597	0.00%
Mgmt/Admin/Dept Chair	0	0.00%	148	0.00%

Employee FTE Totals

FTE Category	FTE	Change from 2011-12	District Total	% of District Total
FTE-F - Faculty	3.5560	3.59%	642.6824	0.55%
FTE-CF - Contract Faculty	2.0000	0.00%	278.5000	0.72%
FTE-AF - Adjunct Faculty	1.5560	8.60%	364.1824	0.43%
FTE-C - Classified	0.0000	0.00%	400.6181	0.00%
FTE-ST - STNC	0.0038	0.00%	50.7970	0.01%
FTE-SS - Support Staff	0.0038	0.00%	627.9055	0.00%
FTE-SW - Student Workers	0.0000	0.00%	176.4904	0.00%
FTE-M - Management	0.0000	0.00%	118.9300	0.00%
FTE-DC - Department Chairs	0.0000	0.00%	50.0000	0.00%

2.2c STNC Workers Employees paid from an STNC OBJECT code

Name Last	First	Position	Hours	FTE
Bass	Maritsa		8.00	0.0038
Totals			8.00	0.0038

Student Data

Data Element	Value	Change from 2011-12	District Total	% of District Total
FTES-CR - Credit	47.3329	-13.47%	16141.1500	0.29%
FTES-NC - Non-Credit	0.0000	0.00%	2064.1447	0.00%
FTES - combined	47.3329	-13.47%	18205.2947	0.26%
Students Enrolled/Served	173	-10.82%	30000	0.58%

Calculations

Data Element	Value	Change from 2011-12	District Total	% of District Total
FTE-S : FTE-F	13.3107	-16.47%	28.3270	46.99%
FTE-AF : FTE-CF	0.7780	8.60%	1.3077	59.50%
FTE-F : FTE-SS	924.5600	0.00%	1.0235	>1000%
FTE-F : FTE-M	0.0000	0.00%	5.4039	0.00%

FTE-SS : FTE-M	0.0000	0.00%	5.2796	0.00%
FTE-ST : FTE-C	0.0000	0.00%	0.1268	0.00%
Average Faculty Salary per FTE-F	\$80,625.79	-11.06%	\$58,570.50	137.66%
Average Classified Salary per FTE-C	\$0.00	0.00%	\$44,716.87	0.00%
Average Management Salary per FTE-M	\$0.00	0.00%	\$75,957.24	0.00%
Salary/Benefit costs as a % of total budget	95.77%	-3.94%	75.90%	126.18%
Non-Personnel \$ as a % of total budget	4.23%	>1000%	12.71%	33.29%
Restricted Funds as a % of total budget	4.05%	0.00%	11.39%	35.54%
Total Unit Cost per FTE-F	\$97,212.11	-5.55%	\$170,777.67	56.92%
Total Unit Cost per FTE-C	\$0.00	0.00%	\$273,966.16	0.00%
Total Unit Cost per FTE-M	\$0.00	0.00%	\$922,860.52	0.00%
Total Unit Cost per FTE-S	\$7,303.30	13.07%	\$6,028.78	121.14%
Total Unit Cost per student served/enrolled	\$1,998.19	9.71%	\$3,658.53	54.62%

2.2e Classified, STNC, Management Staffing Requests

Rank	Location	SP	M	Current Title	Proposed Title	Type
0001	Santa Rosa	01	01	none	Administrative Assistant I	Classified
0002	Santa Rosa	01	01	STNC for filming	STNC to film orientation and mandatory workshops	Classified
0003	Santa Rosa	05	06	Grant Writer	Grant writer 10 hours/week, shared with other HS	Classified

2.3a Current Contract Faculty Positions

Position	Description
Director, VN Program	This is a BVNPT regulation # 2529 required position. The Director/Program Coordinator must have adequate release time to oversee all program needs. Currently the SRJC VN Director/Program Coordinator gets 23 % release time which is insufficient to meet program needs. In Fall 2010 we conducted a statewide survey of faculty and director release time. There were responses from over 25 colleges. Most VN programs in the State had 50-100% essential release time dedicated for the director of the program. Sadly, SRJC was at the bottom of the list or the 5 percentile for release time for director and assistant director. Current release time is inadequate and in violation of Section 2530 (a) of the BVNPT regulations: " The program shall have sufficient resources, faculty, staff and support services, library, staff and support services, physical space, skills laboratory and equipment to achieve program objectives." We request an increase for the program director for release time to the state mean, 50%. and an increase for the assistant director to a minimum of 25%.
Assistant Director, VN Program	This is a BVNPT regulation # 2529 required position. This position assists the VN Director to meet program needs. We currently do not have a full time person to serve as assistant director. This may place us out of compliance on our upcoming accreditation. We anticipate hiring a full time VN faculty to also serve as assistant director starting Fall 2012. We request 25% release time for this position to complete essential administrative duties.
Part Time instructor for clinical simulations	Part time instructor, 10 hours per week, to develop, maintain and implement clinical scenarios using clinical simulators purchased with CTEA funds last year. This may be a full time person who could be shared with other programs such as NA, Rad Tech, RN etc.

2.3b Full-Time and Part-Time Ratios

Discipline	FTEF Reg	% Reg Load	FTEF Adj	% Adj Load	Description
Nursing Vocational	2.0000	100.0000	2.0700	207.3400	<p>A FT/PT ratio of the VN Program based upon the schedule of classes would not accurately reflect the VN loads as many of the VN adjunct faculty are not listed in the schedule of classes but are listed on a PAF each semester which is non-conforming. We now have 2 regular (full-time) faculty and 11 adjunct faculty assigned to the VN Program. The VN program uses many adjunct faculty to fill the theory, clinical and skills lab teaching requirements. We need additional adjunct time for coordination of program, district and BVNPT requirements.</p> <p>These numbers accurately reflect VN faculty load submitted for Fall 2013.</p>

2.3c Faculty Within Retirement Range

The program director will retire this year. It is imperative that the program have 2 full time faculty for program survival and to stay in compliance with the BVNPT regulations and to maintain our accreditation. We thank administration for support in approval of a new full time faculty replacement.

Note - Historically, the VN program had five or six regular full time with less students than we admit currently.

We have lost 5 seasoned adjunct instructors this year and 2 seasoned director/ assistant directors.

2.3d Analysis of Faculty Staffing Needs and Rationale to Support Requests

The VN program requires faculty that are experienced registered nurses, with recent hospital experience, preferably at the hospital at which the VN students have clinical assignments. The VN program has a difficult time recruiting and maintaining adequate faculty. Qualified nurses working in the clinical setting earn a far greater income than teaching provides. The VN faculty consists currently of RNs who work at a local hospital part-time and teach part-time. This limits their availability for faculty assignments. Ideally, program needs would require at least one more full time faculty for program compliance.

The VN program is constantly recruiting for adjunct faculty. We have interviewed for the adjunct pool about 7 times in the last 3 years. We are constantly recruiting new potential adjunct faculty that work well with students in the clinical setting. Whenever an adjunct faculty application is received, interviews are scheduled as promptly as possible. The VN program last interviewed Spring 2014.

The VN program currently needs more qualified adjunct theory, skills lab and clinical instructors.

BVNPT regulation 2530 states that "The program shall have sufficient resources, faculty, clinical facilities, library, staff and support services, physical space, skills laboratory and equipment to achieve the program's objectives."

The VN program teaching assignments are impacted by the release time of the Director (23%) and Assistant Director (10%). This release time is inadequate to meet the many demands of the VN program, SRJC, and BVNPT (Board of Vocational Nursing and Psychiatric Technician - accrediting board). BVNPT regulation 2529 - **Faculty Qualifications** state that there must be a Director and Assistant Director. The BVNPT stipulates that "Each vocational nursing program shall have one faculty member, designated as director who meets the requirements of subsection (c)(1) herein, who shall actively administer the program. The director is responsible for compliance with all regulations in Chapter 1, Article 5 (commencing with Section 2525 et seq.)." The BVNPT expects the program to have sufficient release time for the Director and Assistant Director. Most programs in the state have full-time VN Directors. Twenty-three percent release for the Director and 10% release time for the Assistant Director is not sufficient to meet the program needs. We **request an increase in release time to 50% for the director and 25% for the assistant director to maintain accreditation standards.**

The director is retiring this year, it is **imperative that this program have 2 full time faculty replacements to keep the VN program viable and sound.**

To maintain the many responsibilities of the program to the state, district and 49 clinical agencies we will need to have additional adjunct allied help to maintain the program. We request at least 12 hours of allied staffing per week to stay in compliance with BVNPT and clinical agency regulations. 12 hrs/week x 32 weeks @ \$50/hour= \$19,200 + benefits= @ 1413.12= \$20,613.12. This figure may seem high, but it is a bargain to maintain a program with only 2 FT faculty.

Nursing Vocational - FY 2012-13

2.3a Contract Faculty Positions Employees paid from a Contract Faculty OBJECT code

Name Last	First	Position	Hours	HR FTE	DM FTE
Goebel	Peggy		0.00	1.0000	0.0000
Wolfe	Maureen		0.00	1.0000	0.0000
Totals			0.00	2.0000	0.0000

2.3b Adjunct Faculty Positions Employees paid from an Adjunct Faculty OBJECT code

Name Last	First	Position	Hours	FTE
Colthurst	Rita		103.00	0.0000
Ellis	Lauri		263.00	0.0000
Goebel	Peggy		366.63	0.5560
Gondouin	Veronica		37.50	0.0000
Grodrian	Glenn		272.50	0.0000
Hanson	Laura		216.00	0.0000
Hinkle	Beverly		62.00	0.0000
Kiernan	Lizabeth		84.50	0.0000
Lane	Kathleen		13.50	0.0000
McDowell	Tracy		115.00	0.0000
McKenney	Aimee		101.00	0.0000
Meehl	Scott		38.50	0.0000
Petigara	Anisha		24.00	0.0000
Redmon	Ron		73.50	0.0000
Surian	Barbara		3.00	0.0000
Wolfe	Maureen		47.75	1.0000
Totals			1821.38	1.5560

2.3e Faculty Staffing Requests

Rank	Location	SP	M	Discipline	SLO Assessment Rationale
0001	Santa Rosa	05	06	Vocational Nursing	NRV 58a,b,c: Demonstrates psychomotor competency in the performance of select fundamental and basic medical surgical nursing skills for teh adult, pediatric, mental health and maternal child client. Having a faculty to coordinate clinical simulation scenarios will improve outcomes in this SLO.

2.4b Rational for Instructional and Non-Instructional Equipment, Technology, and Software

See sections 2.5 b and 3.4 g of this PRPP for explanation of rationale.

2.4c Instructional Equipment and Software Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
0001	Santa Rosa	01	01	Dynamp Blood Pressure machine	2	\$2,500.00	\$5,000.00	Peggy Goebel	Race 4058, 4059 or 4060	Maureen Wolfe
0002	Santa Rosa	01	01	Fetal Doppler	2	\$1,000.00	\$2,000.00	Peggy Goebel	Race 4058, 4059 4060	Maureen Wolfe
0003	Santa Rosa	02	01	Portable suction machines for skills lab	8	\$2,000.00	\$16,000.00	Peggy Goebel	Race 4058, 4059, 4060	Maureen Wolfe
0004	Santa Rosa	01	01	Oxygen flowmeters for each nursing unit/bed	20	\$1,000.00	\$20,000.00	Peggy Goebel	Race 4058, 4059, 4060	Maureen Wolfe
0005	Santa Rosa	01	01	Medical-Surgical Human Simulation Mannequins	2	\$30,000.00	\$60,000.00	Peggy Goebel	Race 4058, 4059, 4060	Maureen Wolfe
0006	Santa Rosa	01	01	Obstetrical Human Simulation Mannequins	1	\$30,000.00	\$30,000.00	Peggy Goebel	Race 4058, 4059, 4060	Maureen Wolfe
0007	Santa Rosa	01	01	Pediatric Human Simulation Mannequins	1	\$30,000.00	\$30,000.00	Peggy Goebel	Race 4058, 4059, 4060	Maureen Wolfe
0008	Santa Rosa	01	01	Full Torso Mannequins with multiple orofices	6	\$3,000.00	\$18,000.00	Peggy Goebel	Race 4058, 4059, 4060	Maureen Wolfe
0009	Santa Rosa	04	01	Computers, overhead projectors, screens in skills	3	\$2,000.00	\$6,000.00	Peggy Goebel	Race 4058, 4059, 4060	Maureen Wolfe

2.4d Non-Instructional Equipment, Software, and Technology Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
0001	Santa Rosa	06	07	Ergonomic faculty desks in office and classroom	3	\$2,000.00	\$6,000.00	Peggy Goebel	4073, 4077	Maureen Wolfe
0002	Santa Rosa	08	07	2 office printers	1	\$250.00	\$250.00	Peggy Goebel	4073	Maureen Wolfe

2.5a Minor Facilities Requests

Rank	Location	SP	M	Time Frame	Building	Room Number	Est. Cost	Description
0001	Santa Rosa	04	06	Urgent	Race	Any	\$56,000.00	Skills Lab rooms for use by all health science programs, approx. 2500 sq. ft (50 x 50).
0002	Santa Rosa	04	06	Urgent	Race	Any	\$100,000.00	A dedicated computer testing lab with minimum of 35 computers for online testing to prepare students to successfully pass NCLEX licensing exams prior to gainful employment and to comply with District goal to go green and paperless.
0003	Santa Rosa	04	06	Urgent	Race	Any	\$40,000.00	Medical-Surgical Human Simulation Lab, 2,000 sq. ft. (40 x 50)
0004	Santa Rosa	04	06	Urgent	Race	Any	\$40,000.00	Obstetrical Human Simulation Lab, 2,000 sq. ft. (40 x 50)
0005	Santa Rosa	04	06	Urgent	Race	Any	\$40,000.00	Pediatric Human Simulation Lab, 2,000 sq. ft. (40 x 50)

2.5b Analysis of Existing Facilities

Skills Lab:

The current skills lab in the Race building is inadequate to meet the needs of the VN program. The VN program must share the few skills lab rooms with all the other Health Science programs. With the increased number of students in the Health Science programs and the addition of more Health Science programs, the skills lab has been greatly impacted by the volume students in the three small rooms. Often times the VN program is assigned to only one room when two rooms are requested. Trying to fit 32 students, 3-4 faculty, skills lab equipment, beds, wheelchairs and desks & chairs into these small skills lab rooms.

Suggest a separate modular clinical simulation lab that can be used by various programs and monitored by a part time faculty specializing in clinical simulations.

The VN program has very limited access to the Obstetrical Human Simulation lab in the Race skills lab area and has no access to the Medical-Surgical Human Simulation lab due to the many ADN (RN) students' needs. VN students would greatly benefit, as do the ADN (RN) students, with time in a human simulation lab. These labs offer the unique opportunity to practice learned skills in real client scenarios with interactive mannequins that can respond/talk and develop changes in their condition - positive and negative outcomes - all controlled by the simulation lab instructor. Critical thinking, problem solving, priority setting and time management skills are generated in these simulation labs. This creates learned behavior before the student goes to the real clinical setting.

There needs to be more skills lab and human simulation lab rooms created in the Race building. With the increased complexity of medical care, this need will become even greater in the future. We request a space evaluation by facilities and management to see what can be done to remedy this situation.

Classrooms:

Due to the increasing student population in the various Health Science programs, there is inadequate classroom/lecture space. With clinical scheduling constraints which includes multiple health science programs and multiple college and universities using the same available clinical agencies, theory classes must be scheduled around assigned clinical days and hours. This creates a challenge to meet all the health science programs classroom/lecture needs. Many times classes are scheduled all over the campus which makes use of technology challenging and disruptive. Faculty have worked hard to integrate state of the art green technology.

Computer Lab for testing:

We also request a dedicated health science computer lab for online secured and proctered testing. All NCLEX exams are done in the online format. The VN program has had to use rooms in Doyle, Plover and Maggini to meet all of our computer lab needs. The Health Learning Resource Center in the Race is often not available to be used as a computer testing room. Thus the VN program has had to schedule in Doyle or Maggini when 30 computer stations are needed.

The RACE building needs a dedicated computer testing room with 35 computer stations to accomplish the District goal to go "green" and integrate technology into our testing and classrooms.

More classrooms and computer labs are needed to meet the Health Science programs' needs. With future growth of health science programs, this will become an even greater issue.

3.1 Develop Financial Resources

3.2 Serve our Diverse Communities

Nurses (RNs) are predominantly white females. Sonoma County has a high percentage of white demographic and our faculty reflect the county prevalence. Currently the VN faculty is comprised of white females with three white males who are adjunct faculty. Our 3 male nurse faculty are excellent role models for our male students. Unfortunately RNs of color continue to not apply for faculty positions in the VN program including our latest application period for a full time position.

The SRJC VN program is extremely culturally diverse. Currently about 70-80% of our students come to us from about 22 different counties in the world and many are ESL. Our faculty embraces and promotes cultural diversity. We currently use many culturally diverse preceptors and mentor nurses who more closely represent our student population in the clinical areas to work with our students in preceptorship and clinical. Hopefully in the future culturally diverse faculty will apply and be hired.

Our SRJC VN program may be considered a model for cultural diversity. The 100% pass rate for the past 4 cohorts and 96% for the last cohort demonstrates a very positive NCLEX board passing and their full employment makes them extraordinary. Our VN graduates are successful both in NCLENPN and in getting jobs. They rank in the top percent of the state and the nation.

3.3 Cultivate a Healthy Organization

Not applicable to the VN program.

3.4 Safety and Emergency Preparedness

As I understand, Linda Dunnivant, Anna Valdez and Mary Kennedy are the Race area Safety Leaders.

3.5 Establish a Culture of Sustainability

The director is a member of the District Disaster Preparedness team. The faculty as a whole need more operational knowledge of what to do during various emergencies. Communication for all faculty and students still needs to be established. The existing emergency towers on campus are not located close enough to this building to be heard during an emergency. A PDA day dedicated to operationalizing disaster preparedness for faculty and students at SRJC would be helpful.

The Race building is designated as an alternate site in the event of a disaster. However, the Race building does not have functioning suction to the various nursing units/beds in the skills lab. The portable suction machines are non-functional for the most part and need to be replaced or a mechanism to provide suction to each nursing bed needs to be developed.

Also the Race building does not have adequate number of oxygen flowmeters. The building does have the ability to have oxygen flowing to the nursing unit/beds in the skills lab, but if a disaster were to occur there would not be the ability to put an oxygen flowmeter at each bed/unit.

The skills lab also has limited medical supplies. If the Race building were to be used as an alternate site, current and adequate medical supplies would need to be delivered such as oxygen devices (nasa cannulas & masks, dressing and IV supplies, etc.). The Health Science students must purchase skills lab packs for each program so the medical supplies available in the Health Science skills lab has been drastically reduced.

Also a back-up generator would be necessary to maintain the functioning of all electrical equipment. Also since the patient call system is not functional, individual call bells would be needed at each bedside. There are probably other items/issues that would need to be assessed to determine the adequacy of the building as an alternate site.

4.1a Course Student Learning Outcomes Assessment

The VN program did a complete re-write and updating of the VN curriculum, pre-requisites and application process. This major effort was necessary to update the program to state and BVNPT standards and to better prepare students for successful outcomes in the licensure exam (NCLEX PN) and in safe clinical practice. This process took over a year and has been officially approved by the BVNPT in December 2010 and by the SRJC CRC in April 2011. **The VN program submitted SLAs for all 11 courses this year and are in total compliance with district standards and accreditation criteria. The courses and program will be evaluated on a 6 year cycle and due for the first reevaluation in 2017.**

The VN program has all course and program SLO's listed in the course outlines on Title V and listed in all program syllabi. We had the great fortune of getting the curriculum talents of a re-purposed AA II, who worked through an intensive curriculum backlog, due to poor staffing. These have all been approved by the CRC and on the web in VN course outlines.

We have completed 12 LAPS, one SLO for each course that were reviewed and approved by VN faculty and students at a faculty meeting 3/29/2011 and submitted to the curriculum office. The VN program is up to date and current with all SLOs and LAPS!!! The courses will complete SLO assessments again by 2017 on a 6 year cycle.

In addition, all certificate and major webpages have been re-designed and updated as well as a very extensive VN Health Science Webpage. These are all now posted for general use.

As part of this extensive process, we explored the chancellor's web site and requirements for VN admission. We networked with multiple community college VN programs throughout the state in our statewide organization CVNE (California Vocational Nurse Educators). In this process we learned that the State Chancellor's office does not require a random selection or lottery process for VN students. The Chancellor's office does not even require the use of the Chancellor's cut score for VN admission. The State Chancellors office is also silent on other criteria for screening and admission into the VN program. We found though our networking and discussion that other community college programs use a variety of other strategies to screen and admit students.

Our VN program has had a much higher attrition rate using the random selection process and Chancellor's cut scores. We have been collecting data with our last four cohorts looking at cut scores and TEAS predictor scores. Most VN programs in the state use the TEAS test prior to entry into the program. It is a nationally and culturally normed predictor of success in nursing programs and tests basic knowledge in the areas of: English, Reading, Math and Science. We allow students to repeat the test once as is consistent with the ADN program. The predictability of student success with the use of the TEAS is an excellent indicator of student program outcomes. Students who do not do well in the TEAS generally struggle and often fail from the program. Since students put a great deal of effort and money into the program, we suggest that those who do not earn the required score, remediate in those areas with district help and re-apply at a future date to increase student outcome success as promoted by the State Chancellor's office commitment to improved outcomes. Currently we seek administrative support for our continued use of the TEAS as a screening and remediation tool prior to entry into the program. The BVNPT requires program directors to screen candidates for success in the program, NCLEX PN and clinical practice and have encouraged higher screening standards for all programs. We have consulted with Academic Affairs and they have had input from county counsel on this important issue. We intend to look into possible changes to the admission process for our next cohort.

Course	SLO	Year 1		Year 2		Year 3		Year 4		Year 5		Year 6	
		F	S	F	S	F	S	F	S	F	S	F	S
NRV 51	1. Assess the normal anatomical and physiologic function of the body, health maintenance, nutritional needs, and beginning nursing care needs of an adult client with common alterations in anatomical, physiological, physical, psycho-social, spiritual, and cultural function.			X		X				X			X
	2. Analyze, compare and contrast the care of adult medical/surgical client in acute versus rehabilitation settings.			X		X				X			X
	3. Formulate a plan of care consistent with practice guidelines for common diseases in the care of the gerontological client.			X		X				X			X
	4. Apply theoretical concepts to the practice of beginning nursing care of the adult client.			X		X				X			X
NRV 51L	1. Apply theoretical knowledge base, including physiological, pathophysiological, spiritual, psycho/social and cultural concepts to provide care to beginning level adult/Gerontological medical surgical clients in medical surgical and rehab settings.			X		X				X			X
	2. Provide a safe and effective client care environment at a fundamental nursing level which			X		X				X			X

	incorporates culturally sensitive care. 3. Communicate effectively both verbally and in writing to clients, (including those with psychological disorders), physicians and staff.			X		X		X		X
NRV 52.1	1. Apply theoretical concepts in adult and pediatric medical surgical and mental health clients.	X			X			X		X
	2. Analyze, compare, and contrast theories of growth and development at the intermediate level of nursing care.	X			X			X		X
	3. In collaboration with a Registered Nurse, formulate a plan of care consistent with practice guidelines for more complex diseases.	X			X			X		X
	4. Apply theory to practice in working with adult and pediatric medical/surgical/mental health clients with more complex diseases at the intermediate level of nursing care.	X			X			X		X
NRV 52.1L	1. Apply theoretical knowledge at an intermediate level to nursing care of the adult/geriatric, mental health and pediatric client.	X			X			X		X
	2. Perform culturally sensitive nursing care at an intermediate level as a member of the multidisciplinary team for the adult/geriatric, mental health and pediatric client.	X			X			X		X
	3. Communicate effectively, both verbally and in writing at an intermediate level with clients and staff in the adult/geriatric, medical surgical, mental health, and pediatric settings.	X			X			X		X
NRV 52.2	1. Use previously learned concepts in NRV 51 to the nursing care of the normal and at risk maternal child client.	X			X			X		X
	2. Analyze, compare and contrast the perinatal process to identify abnormal signs and symptoms involving each perinatal stage of development.	X			X			X		X
	3. Formulate a plan of care consistent with practice guidelines for a maternal child client including more complex	X			X			X		X

	disease states (in collaboration with a Registered Nurse).								
	4. Apply theory to practice to describe and assess for potential complications of the prenatal, intrapartal and postpartal periods with appropriate nursing interventions for each.	X		X			X		X
NRV 52.2L	1. Use the nursing process at a higher intermediate level for the maternal/child client in the hospital setting in Labor and Delivery, Newborn, Neonatal Intensive Care Unit (NICU), and Postpartum.	X		X			X		X
	2. Perform nursing care at an increasingly independent level with moderate supervision as a member of the multidisciplinary team in Maternal Child Health.	X		X			X		X
	3. Communicate effectively and incorporate client teaching skills at an increasingly independent level with moderate supervision, both verbally and in writing, appropriate to the clients (including those with psychological disorders) and staff in the maternal child setting.	X		X			X		X
NRV 53	1. Use previously learned concepts and apply to the analysis of the needs of clients with unstable acute illness, severe chronic illness and mental health issues.		X		X		X		X
	2. Analyze, compare and contrast, advanced clinical syndromes, in adult medical surgical and mental health clients.		X		X		X		X
	3. In collaboration with the RN, formulate a plan and demonstrate skills related to leadership, delegation, critical thinking, problem solving and decision making in community health and in working with a group of clients in team leading in skilled nursing.		X		X		X		X
	4. Apply theory to practice in working with adult clients with unstable acute illness and severe chronic illness and mental health clients in need of higher level nursing care.		X		X		X		X
NRV 53L	1. Apply theoretical knowledge at an advanced level to nursing	X		X		X		X	

	<p>care of the adult/geriatric, mental health and pediatric client.</p> <p>2. Perform culturally sensitive nursing care at an advanced level as a member of the multidisciplinary team for the adult/geriatric, mental health and pediatric client.</p> <p>3. Communicate effectively, both verbally and in writing at an advanced level with clients and staff in the team leading, adult/geriatric, medical-surgical, mental health, and pediatric settings.</p>	X		X		X		X	
		X		X		X		X	
NRV 58A	1. Incorporate theoretical principles from nursing fundamentals course, NRV 51, to demonstrate the planning and implementation of fundamental and basic medical surgical nursing skills for adult and gerontological clients.		X		X		X		X
	2. Apply infection control principles and standard precautions to the implementation of fundamental and basic medical surgical nursing skills.		X		X		X		X
	3. Demonstrate psychomotor competency in the performance of select fundamental and basic medical surgical nursing skills for the adult, mental health, pediatric and maternal child client.		X		X		X		X
NRV 58B	1. Incorporate the theoretical principles from intermediate med-surg and maternal-child nursing courses: NRV 51, NRV 52.1 and NRV 52.2 to demonstrate the planning and implementation of intermediate skills for adult/gerontological, pediatric and maternal-child clients.	X		X		X		X	
	2. Apply infection control principles and standard precautions to the implementation of intermediate nursing skills for the adult, gerontological, pediatric, and maternal-child client.	X		X		X		X	
	3. Demonstrate psychomotor competency of select intermediate and more complex nursing skills, including that of	X		X		X		X	

	mental health, for the adult/gerontological, pediatric and maternal child client.						
NRV 58C	1. Incorporate theoretical principles from advanced medical surgical nursing and concepts related to mental health in NRV 53 as well as concepts learned from NRV 51, NRV 52.1 and NRV 52.2 to demonstrate the planning and implementation of more advanced medical surgical, community-based healthcare and team-leading skills for the adult/geriatric and mental health client.	X		X		X	X
	2. Perform skills using team approach with professional behavior and accountability.	X		X		X	X
	3. Apply infection control principles and standard precautions in the implementation of advanced nursing skills for the adult/geriatric and mental health client.	X		X		X	X
	4. Demonstrate psychomotor competency with more advanced complex nursing skills for the adult/geriatric and mental health client.	X		X		X	X

4.1b Program Student Learning Outcomes Assessment

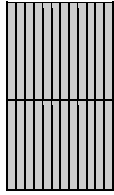
The VN program has completed a program SLOs assessment and will assess again on a 6 year cycle by 2020.

4.1c Student Learning Outcomes Reporting

Type	Name	Student Assessment Implemented	Assessment Results Analyzed	Change Implemented
Course	NRV 51 Fundamentals of Nursing	Fall 2010	Spring 2011	Fall 2009
Course	NRV 51L	Fall 2010	Spring 2011	Fall 2009
Course	NRV 58A	Fall 2010	Spring 2011	Fall 2009
Course	NRV 52.1	Fall 2010	Spring 2011	Fall 2009
Course	NRV 52.1L	Fall 2011	Spring 2011	Fall 2009
Course	NRV 52.2	Fall 2010	Spring 2011	Fall 2009
Course	NRV 52.2L	Fall 2010	Spring 2011	Fall 2009
Course	NRV 58B	Fall 2010	Spring 2011	Fall 2009
Course	NRV 53	Fall 2010	Spring 2011	Fall 2009
Course	NRV 53L	Fall 2010	Spring 2011	Fall 2009
Course	NRV 58C	Fall 2010	Spring 2011	Fall 2009

4.2a Key Courses or Services that address Institutional Outcomes

23	100	23	100%	22/1 repeat	96% after repeat 100%			
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5.1 Effective Class Schedule: Course Offerings, Times, Locations, and Delivery Modes (annual)

The VN program has an effective class schedule. **We have just completed an extensive curriculum revision increasing our theory hours from 576-665 and our clinical and skills hours from 987-1101 for a total of 1766 hours.** These hours have been recently approved by the District CRC in Spring 2011 and in our full program BVNPT Accreditation submitted September 2011 and fully approved without any recommendations in March 2012 by the Board of Vocational Nursing and Psychiatric Technicians (BVNPT). This revision took over a year of time in our district CRC and over 200 pro-bono hours in compiling our BVNPT Accreditation last summer. We are very proud of our updated VN curriculum and complete BVNPT accreditation approval. Our students have classes on Monday 8-4 and Tuesday 8-12, skills lab on Tuesdays from 1-4 and 18 hours of clinical per week on Wed, Thursday, Friday, Saturday or Sunday, day or evening shifts. All students have the opportunity to work weekends or evenings in the program to better prepare them for reality in the work world. Classes are all taught on the Santa Rosa Campus.

In July 2008 our part time VN program was cancelled due to lack of funding, budget and staffing. 4 cohorts of classes benefitted from the part time/extended schedule. These students are now all competing for the full time program which has 32 openings. We admit only once every 3 semesters. We generally have 3-4 applicants for each available seat and selection is made from the pool of qualified applicants who meet minimum requirements from a randomized number assigned by our institutional research department. The part time program is in inactive status. With funding and staffing, this program can be restarted in the future.

We are very proud of the employment track record for our graduates. In today's tight economy even in the health care sector, our VN students are finding gainful employment (mostly in our community) ranging in salary from about \$40,000-\$60,000/year in skilled nursing facilities, MD offices, home health, correctional institutions and other health care agencies. This employment record is partly because of excellent education and reputation of the SRJC VN program in this community. We have a fabulous faculty that make this happen.

5.2a Enrollment Efficiency

The VN program has 100% enrollment efficiency. We admit 32 students which is our maximum allowed by the BVNPT. We have an alternate list for all qualified students who did not get a random number 1-32. We pull from this

alternate list up until the first day of class to fill any slots that open due to students change in plans or students not meeting program requirements such as successfully completing health requirements or background screening. After the first day of class we no longer admit due to essential content missed. There is a mandatory orientation during finals week the semester previous to entry. All candidates must attend. Alternates are strongly encouraged to attend. We generally have a very low attrition rate in the VN program.

We have had a higher attrition rate since the use of the random screening process and chancellors cut score. We also loose students who apply to both the RN and VN program at the beginning of the semester. Last cohort, 5 VN students were accepted into the RN program and left the first day of class. This is too late to admit alternates. We intend to look into a different sceening and admission process for our next cohort. Please see description under 4.1a for further explanation.

Nursing Vocational - FY 2012-13 (plus current FY Summer and Fall)

5.1 Student Headcounts The number of students enrolled in each Discipline at first census (duplicated headcount).

Santa Rosa Campus

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0	62	74	0	48	66	0	75	4

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0	0	0	0	0	0	0	0	0

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0	31	50	0	24	33	0	50	2

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0	93	124	0	72	99	0	125	6

5.2a Enrollment Efficiency The percentage of seats filled in each Discipline at first census based on class limit (not room size).

Santa Rosa Campus

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	96.9%	81.3%	0.0%	75.0%	103.1%	0.0%	82.4%	71.9%

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	96.9%	82.0%	0.0%	75.0%	103.1%	0.0%	82.0%	71.9%

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	96.9%	81.6%	0.0%	75.0%	103.1%	0.0%	82.2%	71.9%

5.2b Average Class Size

The VN program is accredited for 32 students entering every third semester. To ensure that all spaces remain filled, the VN program admits 32-33 students every third semester. Historically there has been a low attrition rate as the applicants must meet stringent program entry requirements. The past 3 cohorts have had a higher attrition rate due to the use of the Chancellor's cut score and due to students applying to both the RN and VN program. We lost 5 students to the RN program from the last cohort. We are exploring alternative selection options for future cohorts.

Nursing Vocational - FY 2012-13 (plus current FY Summer and Fall)

5.2b Average Class Size The average class size in each Discipline at first census (excludes cancelled classes).

Santa Rosa Campus

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0	31.0	24.7	0.0	24.0	33.0	0.0	25.0	23.0

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0	31.0	25.0	0.0	24.0	33.0	0.0	25.0	23.0

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0	31.0	24.8	0.0	24.0	33.0	0.0	25.0	23.0

5.3 Instructional Productivity

As of Fall 2012, The VN program has 2 Full time faculty and about 13-15 adjunct faculty. Per contract any individual cannot exceed 67% with a special MOU. All faculty work varied amounts based on clinical assignments and outside clinical commitments. Most of our med/surg nurse faculty also work as a nurse in one of our local hospitals which is very helpful in keeping our skills mix current for students and staff. It is extremely difficult to recruit and retain qualified instructors. Nurses who work in the community setting earn far greater salaries than the district can provide. Work as faculty requires clinical currency and competency and additional work and preparation with students to maintain program integrity.

Nursing Vocational - FY 2012-13 (plus current FY Summer and Fall)

5.3 Instructional Productivity The ratio of Full-Time Equivalent Students (FTES) to Full-Time Equivalent Faculty (FTEF) in each Discipline at first census.

Santa Rosa Campus

Nursing - Vocational		X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
	FTEF	0.00	11.37	10.73	0.00	8.00	12.10	0.00	10.83	7.32
	FTEF	0.00	0.31	0.38	0.00	0.42	0.45	0.00	0.61	0.46
	Ratio	0.00	36.93	28.29	0.00	19.06	27.15	0.00	17.71	15.94

Petaluma Campus (Includes Rohnert Park and Sonoma)

Nursing - Vocational		X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
	FTEF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FTEF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Ratio	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Other Locations (Includes the PSTC, Windsor, and other locations)

Nursing - Vocational		X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
	FTEF	0.00	18.60	15.00	0.00	14.80	19.80	0.00	15.00	14.18
	FTEF	0.00	0.96	1.06	0.00	1.53	1.75	0.00	1.43	1.48
	Ratio	0.00	19.44	14.14	0.00	9.69	11.29	0.00	10.52	9.62

ALL Locations (Combined totals from ALL locations in the District)

Nursing - Vocational		X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
	FTEF	0.00	29.97	25.73	0.00	22.80	31.90	0.00	25.83	21.50
	FTEF	0.00	1.26	1.44	0.00	1.95	2.20	0.00	2.04	1.93
	Ratio	0.00	23.69	17.87	0.00	11.71	14.51	0.00	12.68	11.12

5.4 Curriculum Currency

The VN curriculum has undergone an extensive revision and review process approved in Spring 2011 (see above section 5.1). All 11 courses were updated, received **full CRC approval of all 11 courses by May 2011. All program SLO's and SLA's have been completed and submitted to the CRC.**

This major curriculum revision process now complies with BVNPT and SRJC/District/Curriculum Committee/Title V guidelines and approval process.

The BVNPT process was even more tedious than the SRJC process as the BVNPT requires day to day and week to week specific content, objectives and hours. This was a major task and very time consuming but was necessary to maintain compliance with the BVNPT regulations and satisfy accreditation guidelines. The VN program also wrote and submitted a Self Study Accreditation to the BVNPT in September 2011. Over 200 pro bono summer hours went into that work. The end product was over 2200 pages based on standards of the BVNPT accreditation self study. Our SRJC VN program received full four year accreditation without recommendation in March 2012. We appreciate the efforts of the program director, assistant director and adjunct Maureen Wolfe in this process.

5.5 Successful Program Completion

Our VN students all complete the course requirements and SLOs to earn a certificate in Vocational Nursing. The VN major is also available for those students who wish the AS degree. All students qualify to apply for State Licensure and take the NCLEX PN after graduation.

The VN program is a three semester program. We admit 32 students once every 3 semesters.

We actively encourage use of student health services, tutorial, financial aide, DRD, ESL, HOPE center and counseling to assist our students to increase program success. We have including study guides, online resources, DVDs, virtual clinical excursions and high end VN level current texts to assist our students with their student learning outcomes and needs. We encourage study groups and meet with students 1:1 when academic assistance is necessary.

Our VN student retention is generally very high. The attrition is generally attributed to life stressors, clinical safety issues, finances and academic performance.

The past two classes are an exception to this rule. 3-5 students have transferred into the RN program from the last 2 cohorts. We lost a total of 9 out of 32 students including those transferred into the ADN program the past two cohorts. This represents a 28% total loss by graduation. 14% of that number transferred to an RN program. There are several factors that have contributed to the loss of the remaining 14%: The VN program is very rigorous and demanding for client safety, agency expectations and BVNPT guidelines. Critical thinking and high level of reading and writing skills is required. Family pressures, finance and other related stressors. There are many college level texts used in this program. The majority of our students are ESL. We refer students to all campus support for improved success: DRD, ESL, HOPE, Tutorial, PES, etc.

The TEAS V test is an excellent predictor of student success and positive outcomes. Most VN programs in the state use the TEAS V as part of their screening and acceptance process. Identifying weak students prior to entry and providing remediation in the areas of : English, math, science and reading would increase overall student and program success and decrease the stress and financial expense of students who enter the program and struggle or fail. We have started in Spring 2013 to offer students a TEAS V success study package to increase positive outcome.

Nursing Vocational - FY 2012-13 (plus current FY Summer and Fall)

5.6b Successful Course Completion The percentage of students receiving a grade of A,B,C, or CR in each Discipline (duplicated headcount).

Santa Rosa Campus

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	83.3%	96.0%	0.0%	100.0%	90.9%	0.0%	96.0%	100.0%

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	83.3%	96.0%	0.0%	100.0%	87.9%	0.0%	100.0%	100.0%

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	83.3%	96.0%	0.0%	100.0%	89.9%	0.0%	97.6%	100.0%

5.6 Student Success

All students in the VN program must maintain a average of 75% or above to remain in the program. Based on this and our screening and teaching criteria students are very successful in this program earning an A, B, or C. Most students earn a B in most of our courses.

Nursing Vocational - FY 2012-13 (plus current FY Summer and Fall)

5.6a Retention The percentage of students receiving a grade of A,B,C,D,CR, or I in each Discipline (duplicated headcount).

Santa Rosa Campus

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	83.3%	96.0%	0.0%	100.0%	92.4%	0.0%	98.7%	100.0%

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	83.3%	96.0%	0.0%	100.0%	87.9%	0.0%	100.0%	100.0%

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.0%	83.3%	96.0%	0.0%	100.0%	90.9%	0.0%	99.2%	100.0%

5.6c Grade Point Average The average GPA in each Discipline (UnitsTotal / GradePoints).

Santa Rosa Campus

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.00	2.53	2.52	0.00	2.63	2.67	0.00	2.57	3.31

Petaluma Campus (Includes Rohnert Park and Sonoma)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Other Locations (Includes the PSTC, Windsor, and other locations)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

ALL Locations (Combined totals from ALL locations in the District)

Discipline	X2010	F2010	S2011	X2011	F2011	S2012	X2012	F2012	S2013
Nursing - Vocational	0.00	1.52	1.63	0.00	1.49	1.60	0.00	1.66	1.88

5.7 Student Access

The VN program is a very culturally diverse group of students. We embrace and encourage cultural diversity and culturally competent care. Our past three cohorts have been from approximately 60%-80% culturally diverse backgrounds representing almost 20-26 different countries around the world. Predominately female by history, our VN classes have had 3-5 male students or 10-15% which is very representative of nursing in general.

FY 2011-12 (plus current FY Summer and Fall)

5.7a Students Served - by Ethnicity

The number of students in each Discipline at first census broken down by ethnicity (duplicated headcount).

ALL Locations

(Combined totals from ALL locations in the District)

Nursing - Vocational	Ethnicity	2009-10	Percent	2010-11	Percent	2011-12	Percent	2012
	White	104	59.1%	88	45.1%	66	40.0%	
	Asian	8	4.5%	8	4.1%	18	10.9%	
	Black	8	4.5%	32	16.4%	21	12.7%	
	Hispanic	32	18.2%	40	20.5%	42	25.5%	
	Native American	0	0.0%	0	0.0%	0	0.0%	
	Pacific Islander	8	4.5%	0	0.0%	0	0.0%	
	Filipino	8	4.5%	24	12.3%	15	9.1%	
	Other Non-White	0	0.0%	0	0.0%	0	0.0%	
	Decline to state	8	4.5%	3	1.5%	3	1.8%	
	ALL Ethnicities	176	100.0%	195	100.0%	165	100.0%	

5.7b Students Served - by Gender

The number of students in each Discipline at first census broken down by gender (duplicated headcount).

ALL Locations

(Combined totals from ALL locations in the District)

Nursing - Vocational	Gender	2009-10	Percent	2010-11	Percent	2011-12	Percent	2012
	Male	24	13.6%	24	12.3%	30	18.2%	
	Female	152	86.4%	163	83.6%	132	80.0%	
	Unknown	0	0.0%	8	4.1%	3	1.8%	
	ALL Genders	176	100.0%	195	100.0%	165	100.0%	

5.7c Students Served - by Age

The number of students in each Discipline at first census broken down by age (duplicated headcount).

ALL Locations

(Combined totals from ALL locations in the District)

Nursing - Vocational	Age Range	2009-10	Percent	2010-11	Percent	2011-12	Percent	2012
	0 thru 18	0	0.0%	0	0.0%	0	0.0%	
	19 and 20	0	0.0%	0	0.0%	0	0.0%	
	21 thru 25	48	27.3%	32	16.4%	18	10.9%	
	26 thru 30	40	22.7%	51	26.2%	45	27.3%	
	31 thru 35	40	22.7%	48	24.6%	39	23.6%	
	36 thru 40	8	4.5%	32	16.4%	30	18.2%	
	41 thru 45	24	13.6%	0	0.0%	9	5.5%	
	46 thru 50	5	2.8%	16	8.2%	9	5.5%	
	51 thru 60	11	6.3%	16	8.2%	15	9.1%	
	61 plus	0	0.0%	0	0.0%	0	0.0%	
	ALL Ages	176	100.0%	195	100.0%	165	100.0%	

5.8 Curriculum Offered Within Reasonable Time Frame

Our VN program is a three semester full time program. Student enter with 18 units of pre-requisite courses and eligibility for English 1A and Math 150A which can be taken at the student's discretion. All students complete objectives and course requirements by the end of the 3rd semester and earn a certificate in vocational nursing. A major in vocational nursing with an AS is an option for our students who choose the AS degree.

5.9a Curriculum Responsiveness

Our VN curriculum strives to maintain currency and relevance in nursing and the health care community. We are continually updating class and teaching materials, up to date textbooks and online resources and community experiences. With our latest curriculum revision we added theory and clinical in psychiatric nursing to meet new BVNPT requirements (please refer to section 1.2 for further advancements).

Our program works with students in 49 separate agencies in Sonoma County that provide clinical experiences for our VN students. There is a clinical component for each area of theory for the student to be able to apply theory to practice and be safe and prepared to enter the community as a safe, entry level, vocational nurse.

Our community and agencies are very supportive and collaborative of our VN students. We conduct 2 advisory meetings each year that are very well attended by community agencies. The past two years we have had between 25-30 attendants at these advisory meetings. There is excellent exchange of current agency practice and expectations. We have provided our advisory with "show and tell" of new power points, DVD's, videos and virtual clinical excursions incorporated into our curriculum. There is always good dialog and discussion from community members. Although many of our adjunct work in these clinical facilities they often are not available to attend our meetings due to work committments.

5.9b Alignment with High Schools (Tech-Prep ONLY)

At this time, I am not sure if our courses are in alignment with high school tech-prep. Certainly the basic science courses would prepare the student for Anatomy and Physiology requirments. Advanced placement in english would meet the requirement for eligibility for English 1A.

The average age of our student is still about 30-35 years old. Most students enter our program as a second or re-entry career; very few students,if any, enter directly from high school.

5.10 Alignment with Transfer Institutions (Transfer Majors ONLY)

All current courses in the VN program are in alignment with transfer thru the CSU system.

5.11a Labor Market Demand (Occupational Programs ONLY)

VNs are in high demand in many settings - skilled nursing facilities (convalescent hospital/homes), doctors offices, home health agencies, correctional facilities and clinics.

SRJC's VN graduates all find jobs in the local community. Our students comment that if a graduate wants a job in this community and is flexible, they will find one. Average salary for the VN in Northern California as of

4/13 ranges from \$40,000-\$60,000. We invite representatives from the California Correctional facilities to come talk with students (optional) during finals week. They have hundreds of openings in the system for VNs.

We also invite representatives from the ADN program and other career advancement programs to come speak with our students on avenues to progress to their RN or BSN degree. We have been working closely with our own ADN program who recently approved an online course to streamline entry of the qualified VN student into the second year of the SRJC ADN program. We would like to promote a more efficient and robust pathway for our VN students to enter into the second year of the ADN program and complete their requirements for the ADN.

Our graduating class of 12/11 had 100% pass rate for the NCLEX-PN and all have found sustainable VN jobs in the community in MD offices, Kaiser, DD Homes, Home care, Skilled nursing, specialty clinics, and correctional facilities. Our most recent cohort, graduated in December 2011. All 24 graduates have taken and passed the NCLEX-PN on their first attempt. All have found at least one if not more than one job as a VN.

Our graduates from 5/13 had a 96% pass rate. One student, an ESL DRD student failed her first attempt. She did not ask for additional test time as she had in DRD throughout the program. She retook the exam and passed on her second attempt. All studnets from 5/13 cohort who have sought employment are working as VNs in the clinical community.

5.11b Academic Standards

The VN program regularly engages in dialog about academic standards. We have monthly VN faculty meetings, attend statewide VN educator conferences to stay current and dialog with our distric colleagues to maintain high academic standards.

Students must pass all areas and coures in this program to graduate and earn the VN certificate or complete the VN major. All theory courses must be passed with a letter grade of 75% (C) or better, all skills lab courses must be passed with a letter grade of 75% (C) or better or Pass/No Pass and all clinical (lab) courses must be passed with Pass/No Pass to continue in the program.

6.1 Progress and Accomplishments Since Last Program/Unit Review

Rank	Location	SP	M	Goal	Objective	Time Frame	Progress to Date
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6.2a Program/Unit Conclusions

Location	Program/Unit Conclusions
Santa Rosa	Course and program SLOs and LAPs are complete, submitted to CRC and included in course outlines and course syllabi.
Santa Rosa	Course and program SLOs and LAPs are complete, submitted to CRC and included in course outlines and course syllabi.
Santa Rosa	We intend to look at a new process for screening admissions consistent with State Chancellor and District Policies for the next cohort S 15
Santa Rosa	Course and program SLOs and LAPs are complete, submitted to CRC and included in course outlines and course syllabi.
Santa Rosa	Update all course materials, testing, and syllabi to MOODLE for increased student outcomes
Santa Rosa	Develop increased program outcomes in area of critical thinking by use of ATI clinical scenarios in lab and class.
Santa Rosa	Explore grants for VN program use for development of Sim lab experience for increased student clinical outcomes
Santa Rosa	Continue to provide quality education and clinical experience for VN students
Santa Rosa	Actively Promote continuing education to higher levels of nursing for our VN graduates.
Santa Rosa	Continue to develop excellent relationships with 49 agencies used for clinical experiences. These are areas that continue to supply employment for our graduates.

6.2b PRPP Editor Feedback - Optional

The vocational nursing program has a rigorous curriculum over an 18 month period of time.

It is a strategic goal of the health sciences department to create a nursing career ladder. A nursing council has been developed to support curriculum alignment and to share space and equipment in the nursing skills laboratory. The first meeting of the council is scheduled for the fall of 2014. The council includes certified nursing, vocational nursing, and associate degree nursing.

The council will look at the possibility of saving spots for SRJC VN graduates to continue at SRJC in the ADN program as well as preparing CNA graduates to apply to the VN program. This will require looking at prerequisites and other courses to expedite the students' completion of their goals.

In support of an overall nursing program is to hire a pool of adjunct faculty members as a nursing program and offer assignments based on their expertise in all three programs. Also needed is a full time faculty member as a "generalist". This full time RN hire would coordinate the CNA program and have teaching assignments in VN and ADN per the District's needs and their expertise.

6.3a Annual Unit Plan

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
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