

**Assessment, Improvement, Measurement (AIM) Report: 03/13/2015****Reporting Years:** 2011-2016**Program:** Practical Nursing**Coordinator(s):** Evelyn Grigsby, Karman Wheeler, Susan Hayes**Program Quality and Student Success****External awards or other recognitions of students, faculty, and/or program.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Students					
Faculty					
Program (include accreditation if applicable)					

**Average actual time and credits to degree completion.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
General Education Credit Hours					
Technical Credit Hours					
Total Credit Hours					
Number of Graduates					
Average Actual Time to Degree					
Average Actual Credits to Degree					

**Employer and student satisfaction.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Employer Satisfaction Survey Results		100% (26/26)	100% (7/7)*	87.5% (21/24)	
Graduate/student satisfaction		98% (55/56) 2010-11 grad surveys	97% (34/35) 2011-12 grad survey	95% (63/66) 2012-13 grads	
Advisory Board/Employer Recommendations for Improvement					

**Job placement data for program graduates.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016

Number of graduates		51 surveyed (2010-11 grads)	36 surveyed (2011-12 grads)	69 surveyed (2012-13 grads)	
Number of graduates gaining employment		41	35 employed; 31 in field	56 employed; 48 in field.	
Percentage of graduates gaining employment		80%	97%; 87% in field.	81%; 70% in field.	
KY Unemployment Insurance job data		UI = 76%	UI=70%	n/a	

**Pass rates on licensure/certification exams (if applicable).**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Total # graduates attempting		33 (2012 test dates)	63 (2013 test dates thru 11/7)	82 (2014 test dates thru Nov. 17)	
Total # passing on first attempt		33	62	78	
Total # passing after multiple attempts		0	0		
Pass rate of all attempting		100%	98.4%	95.1%	

**Productivity and Funding**

**Student measures.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Enrollment (Academic Year)					
Fall Enrollment		266 + 197 pending (Fall 2011)	228 + 67 pndg (Fall 2012)	193 (Fall 2013)	
Credentials Conferred		43 AD, 94 dip, 413 certs (2011-12)	67 AD; 41 dip; 91 certs (2012-13)	29 AAS(GOTS); 97 dip. (2013-14)	
Credit hour production		2834 (Fall 2011)	3,123 (Fall 2012)		

**Student credit hour per instructional faculty FTE.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Student credit hour per instructional faculty FTE.		313 (D);442 (L) Fall 2011	374 (D); 529 (L) - Fall 2012		

**Extramural funding.**

Source of Funding	2011-2012
No funding sources	

<b>Source of Funding</b>	<b>2012-2013</b>
No funding sources	

<b>Source of Funding</b>	<b>2013-2014</b>
2013 Perkins - multiple items	\$40,000.00

<b>Source of Funding</b>	<b>2014-2015</b>
No funding sources	

<b>Source of Funding</b>	<b>2015-2016</b>
No funding sources	

**Comments (2012-2013)**

<b>Roles</b>	<b>Comments</b>
<b>Coordinator</b>	
1. Strengths of the Program	Faculty are knowledgeable and are positive professional role models for students. Above 85% (minimum required by Kentucky Board of Nursing) licensure pass rates for graduates for the first attempt to become Licensed Practical Nurses. Leadership is consistently collaborative and supportive focusing on positive student outcomes.
2. Items Requiring Continued Attention	Increase on time graduation rate. Currently about 60% of students in the original cohort group graduate on time. Large number of adjunct faculty and small number of full time faculty.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	Adjunct lab faculty are now on Danville and Leestown campuses which has increased the students access to additional opportunities to practice lab skills. This has promoted student access and success.
<b>Assistant Dean</b>	
<b>Dean</b>	I concur with the Assistant Dean's comments.
<b>Vice President</b>	

**Comments (2013-2014)**

<b>Roles</b>	<b>Comments</b>
<b>Coordinator</b>	
1. Strengths of the Program	Strengths of the practical nursing program include a highly experienced group of faculty that continually review and adjust teaching content, styles and methodologies based on current research. Annual reviews include review of new teaching practices, evidence based practice standards, and student outcome success. All faculty are encouraged to attend the yearly KLN teaching/learning conference as well as any professional development opportunities specific to individual teaching content. Full time faculty also do an outstanding job of mentoring adjunct clinical faculty and ensuring that course objectives are carried from the classroom and applied in the clinical area. Currently NCLEX passage rate for this year is 100% for the Danville campus and 97.6% for the Leestown campus.

2. Items Requiring Continued Attention	On time completion rate remains consistent at an average of 60%, but will continue to monitor and compare individual course grade statistics to target problem areas for students. The Danville campus is piloting an integrated on-line review program (ATI) with hopes of improving student success within the program. Attrition rates and on-line completion percentages will be monitored and compared to the Leestown campus to monitor success of this program. The program will also continue to improve the selective admissions process to ensure consistency and accuracy in the admission process. This is particularly important in light of the new admissions cycle that will only involve a fall admission to the program and a decrease in the number admitted at the Leestown campus from 60 to 40 new students.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	A systematic program review has been instituted in order to make comparisons of student outcomes from course to course and year to year. A beginning of the semester adjunct orientation is done by program faculty to provide guidance and critical information needed by adjunct clinical faculty in order to promote a quality learning experience for students and enhance their ability to apply classroom theory to clinical practice. The integrated ATI review program utilized for the first time with incoming semester one students fall 2013.
<b>Assistant Dean</b>	I have reviewed and agree with above comments.
<b>Dean</b>	The PN program has knowledgeable faculty who have wonderful community/industry support. The community nursing institution leaders (recruiters) partner with our program faculty and assist in the clinical and practicums that are so vital for our students. Faculty are experienced and knowledgeable about nursing process and turning out excellent graduates that are mostly employed by the time they complete the program. Area of concern to be watched: most hospitals are beginning to hire RN and fewer LPN except for skilled and intermediate nursing homes who employ LPN's and an Nurse Aids almost exclusively.
<b>Vice President</b>	I agree with Assistant Dean and Dean comments. This is one of the strongest programs at the college! Even so, the college's fiscal realities will necessitate another close look at this program to determine how we can effectively and efficiently meet student and industry needs.

### Comments (2014-2015)

Roles	Comments
<b>Coordinator</b>	
1. Strengths of the Program	The strengths of the practical nursing program are chiefly a result of a group of "seasoned" faculty that remain dedicated to providing students with the very best learning opportunities possible. The faculty work collaboratively as a team and focus on areas of expertise within the classroom while maintaining a balance of flexibility and willingness to try new and innovative teaching methodologies. The faculty maintain current "best practices and techniques through a variety of professional development activities as well as collaboration with an active advisory committee.
2. Items Requiring Continued Attention	Enrollment numbers and current "once a year" cycle have been closely monitored in light of community needs and job outlook for the practical nurse. Will continue to monitor this, propose a return to fall "and spring" enrollment and maintain close contact with community partners regarding their need for practical nurses and the current number of program graduates available to meet this need. Also need to focus on how best to communicate to the public and future prospective students, this positive trend in job outlook for the practical nurse.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	2013 NCLEX results 100% for both campuses. In progress NCLEX results: 94% (Danville campus), 96% (Leestown campus). Job placement for both programs virtually 100% for those students seeking job placement. positive feedback from community partners at advisory committee meetings and feedback from employer surveys.
<b>Assistant Dean</b>	I agree with comments above.

<b>Dean</b>	The practical nurse programs at Danville and Leestown have strong, seasoned faculty. Graduates Board pass rates 100 % and near 100 % placement.
<b>Vice President</b>	I concur with Assistant Dean and Dean comments. I am very hopeful that we will be able to double PN enrollments next year due to the return of industry needs! I applaud the strong faculty leadership in this area.

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