

## Efficacy Report

Complete this cover sheet as the first page of your report.

**Program Being Evaluated**

**Nursing**

**Name of Division**

**Nursing**

**Science**

**Name of Person Preparing this Report Extension**

**Nursing**

**Science**

**Sana Massad** **Ext. 8930**

**Names of Department Members Consulted**

**Nursing**

**Science**

**Sana Massad** **Ext. 8930**

**Carol Wells** **Ext. 8925**

**Names of Reviewers (names will be sent to you after the committee meets on February 19)**

**Andee Alsip, Paula M,**

Work Flow	Date Submitted
Initial meeting with department	2/22/18 training
Meeting with Program Review Team	
Report submitted to Program Review co-chair(s) & Dean	by midnight on March 30, 2016

**Staffing**

List the number of full and part-time employees in your area.

Classification	Number Full-Time	Number Part-time, Contract	Number adjunct, short-term, hourly
Managers	1- (Dean) 2-(Associate Dean/Director)		
Faculty	8		14
Classified Staff	2		
<b>Total</b>	25		

See attached document page 9

# CAREER TECHNICAL EDUCATION PROGRAM TWO-YEAR REVIEW

**College:** San Bernardino Valley College

**Date:** March, 18<sup>th</sup> 2019

**Program:** Nursing

## 1. Purpose of this Program

No Changes in Purpose  
in the Last Two Years

Minor Changes in Purpose  
in the Last Two Years

Significantly Changed  
Purpose  
In the Last Two Years

**(Provide update since last full efficacy review; examples include description, mission, target population, etc.)**

The mission of the Nursing Program is to provide quality instructional programs to prepare a diverse group of students to work in the community as Registered Nurse. The nursing department offers a sequence of courses leading to an Associate of Science degree with a major in nursing. Students are accepted into the program biannually, either as a first-semester nursing student or through the Licensed Vocational Nurse (LVN) bridge course. Graduates of the program are eligible to take the national licensing exam (NCLEX-RN) in order to become licensed as a Registered Nurse in the state of California.

The purpose of the program is to :

- Prepares students to have quality knowledge and skills to succeed in the healthcare professions
- Increases the number of healthcare workers in the workforce
- Promotes the quality of life and health in the Inland Empire.

This nursing program serves the diverse population, enabling many students to continue with their education and provide for a better future. The statistics bellow support our diverse population.

## 2. Demand for this Program

Low Demand

Adequate Demand  
for our Students

High Demand

**(Provide update since last full efficacy review; examples include labor market data, advisory input, etc.)**

A study conducted by The Hospital Association of Southern California (HASC) in 2016, helped in understanding the pressing workforce issues and concerns of hospitals, as well as identify strategies to address the nursing shortage. The study identified the impact of the nursing shortage in the Inland Empire hospitals as significant in all aspects of workforce. From recruitment and retention, to training and development, the short supply of specialty trained nurses is the main area of focus for most of hospital human resources. Participants in these discussions highlighted the need to recruit new nursing graduates to provide opportunities to access hands-on training in all nursing specialty departments. Meeting the demands of the Inland Empire nursing shortage is the key strategy to address this issue.

Reference: [http://www.hasc.org/sites/main/files/file\\_attachments/17workforcerev8\\_v4.pdf](http://www.hasc.org/sites/main/files/file_attachments/17workforcerev8_v4.pdf)

# CAREER TECHNICAL EDUCATION PROGRAM TWO-YEAR REVIEW

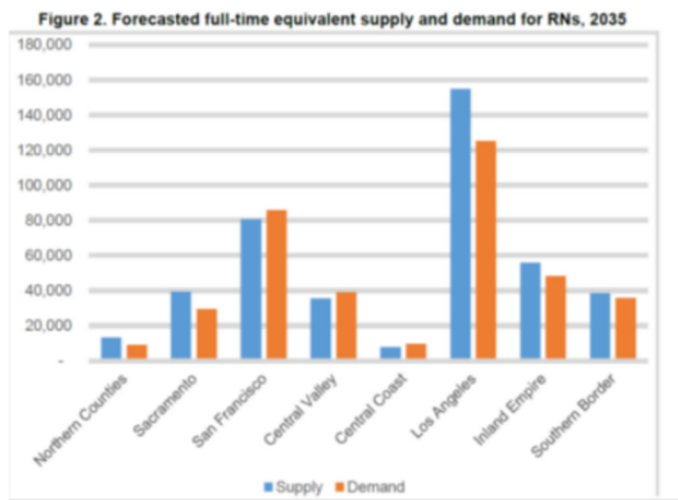
**College:** San Bernardino Valley College

**Date:** March, 18<sup>th</sup> 2019

**Program:** Nursing

Regional Forecasts of the Registered Nurse Workforce in California by Joanne Spetz Healthforce Center at UCSF December 2018

The above study, reported the following: “Recent data suggest that a shortage of registered nurses (RNs) may be emerging in California. The Fall 2017 Survey of Nurse Employers found that many Chief Nursing Officers are experiencing difficulty recruiting RNs for specialized positions and that more than 85% of hospitals reported demand for RNs being greater than the available supply (Chu, Bates, & Spetz 2018). Hospital vacancy rates have been rising since 2013, reaching 6.3% in 2017. There also has been growth in the share of newly-graduated RNs reporting they are employed within 12 months of licensure, increasing from 59% in 2013 to 81% in 2017 (Health Impact 2018). There is variation across regions in the reported difficulty of finding qualified staff, with some employers suggesting there is a surplus of recently-graduated nurses and others indicating severe shortfalls of nurses at all levels of experience.” Spetz, December 2018. (Please see graph below)



- SBVC nursing program meets the standards of and is approved by the California Board of Registered Nursing (BRN) and accredited by the Accreditation Commission for Education in Nursing (ACEN). Participating in the ACEN accreditation process awards nursing programs the opportunity to validate its commitment to providing a quality nursing program. The accreditation process assures that awarded programs meet expected standards of educational quality specific to nursing education. The current hospital partners are Community Hospital of San Bernardino, St. Bernardine’s Medical Center, Arrowhead Regional Medical Center, Loma Linda VA Hospital, Loma Linda University Medical Center, Redlands Community Hospital and San Geronio Hospital.
- Each year, a Nursing Advisory Committee meeting is held with the hospital representatives from the clinical partners above. Faculty, staff, and college administrators also attend. At these meetings, dialogues are exchanged about the needs of the college, our facilities and the nursing shortage in the Inland Empire. These meetings are also a perfect opportunity

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**Date:** March, 18<sup>th</sup> 2019

**Program:** Nursing

to discuss areas that may need to be addressed in terms of curriculum, faculty and student performance. Please see attached Advisory Committee meeting minutes.

- FTES numbers have been sustained at more than 220 for the past two academic years due to continuation of the Enrollment & Growth Grant. Among many opportunities, this Grant allow for the program to admit more students into the program than in previous academic years.
- The NCLEX licensing examination (NCLEX-RN) year to date pass rate for 2016-2017 period is 78.67.
  - The 2016-2017 pass rate is consistent with the 2015-2016 pass rate of 78.57%, however, the 4<sup>th</sup> quarter pass rate of 55% was a major outlier which had a negative and critical impact on the overall pass rate for the 2016-2017 period. The pass rate for 2016-2017 prior to the 4<sup>th</sup> quarter results was averaging 86.9%.
  - Graduates testing during the 4<sup>th</sup> quarter tested 4-6 months post completion of the program. This appears consistent with research, which suggests that success rates begin to decline for graduates testing more than 3 months post-graduation.

1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
75%	100%	85.71%	55%

### 3. Quality of this Program

Needs Significant Improvement

Meets Student Needs

Highest Quality

*(Provide update since last full efficacy review; examples include core indicators, student outcomes, partnerships, certificates, degrees, articulation, faculty qualifications, diversity, grants, equipment, etc.)*

- Faculty are referencing available evidenced-based care resources and utilizing such guiding principles as a way to direct their teachings.
- Faculty are incorporating NCLEX-style questions into their exams. Select-all-that-apply questions are being introduced in 1<sup>st</sup> semester and carried out throughout. 70% faculty have shifted their exams to timed computerized exams instead of the traditional paper exams.
- Faculty have attended workshops/seminars to learn various teaching strategies. Faculty are incorporating/trialing different teaching modalities to help students build/retain knowledge.
- Professionally, the faculty team is advancing. We now currently have team members recognized in the following roles:
  - Assistant Director/Department Chair
  - Clinical Placement Coordinator
  - Certified Nurse Educator (CNE)
  - Geriatric Specialist

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**Date:** March, 18<sup>th</sup> 2019

**Program:** Nursing

- Curriculum has been revised, submitted to Curricunet and the BRN with the request to be approved for implementation as of fall 2018. Has been approved by Curricunet. still waiting to hear from the BRN
  - Partnerships have grown with the Inland Coalition of Healthcare Professionals. This awards the program relationships with high schools in order to provide opportunities for nursing outreach events.
  - New Simulation ( skills Lab ) will be ready by Fall 2018

**SAOs/SLOs/PLOs:** Faculty collect and evaluate SLOs every semester. Findings are then discussed and trends identified. Ideas for revisions, restructuring and re-evaluation are discussed at the Annual End of Program Review. A 3-year review of the SLOs was also completed at the end of Spring 2016. The next 3-year review will reflect Fall 2016- Spring 2019.

- As part of the curriculum revision, the PLOs and course SLOs were evaluated and revised accordingly in order to provide clear and measurable outcomes. Courses have already began to use these new SLOs. These new SLOs will be evaluated every semester and then collectively as part of the new 3-year review due in 2019. The new PLOs will be implemented with the new curriculum.
- In 2013, the End of Program Review was implemented. Faculty meet at the end of the spring term to discuss various components of the curriculum. Faculty provide insight and data related to their course, course outcomes, student performance, student needs, etc. The Director uses the Program Evaluation Tool to help assess and review the nursing program.
- Program/Department Goals are discussed and evaluated in order to identify trends, challenges and opportunities for growth and improvement.

## Program SLOs

# SLO Statement	# of Students Assessed	# of Students who Met SLO	% of Students who Met SLO
1 After successful completion of all required nursing courses, the student will demonstrate an ability to organize, prioritize, and utilize strong critical thinking skills across the life span when assigned to a patient load similar to that of the staff RN, as demonstrated by successful completion of Comprehensive Nursing, Course Nursing 211.	5228	5133	98.18%
2 Upon completion of the SBVC nursing program, the student will be educationally prepared to further their	5228	5133	98.18%

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3	<p>education at a 4 year facility as indicated by successful transfer of those who desire a BSN to a 4 year program.</p> <p>Graduates of the SBVC nursing program will utilize knowledge required to perform RN duties after passing all nursing courses as evidenced by passing scores on the NCLEX licensing examination.</p>	5228	5133	98.18%						
4	<p>The nursing program at SBVC will meet the needs of the community to lessen the nursing shortage by graduating students fully prepared to obtain RN employment after completion of all required courses.</p>	5228	5133	98.18%						
5	<p>Upon successful completion of all required nursing coursework, the student will attain their professional goals as indicated by employment in their desired nursing field within 3 months of graduation.</p>	5228	5133	98.18%						
<b>4. External Issues</b>										
<table style="width: 100%; border: none;"> <tr> <td style="width: 33%; text-align: center;">Not Consistent with External Issues</td> <td style="width: 33%; text-align: center;">Complies with External Issues</td> <td style="width: 33%; text-align: center;">Benefits From and Contributes to External Issues</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> </table>					Not Consistent with External Issues	Complies with External Issues	Benefits From and Contributes to External Issues	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>								
<p><b>(Provide update since last full efficacy review; examples include legislation, CCCCCO mandates, Perkins, CTE transition, CalWORKs, WIOA, Career Ladders, etc.)</b></p>										
<ul style="list-style-type: none"> <li>- With the financial help of Perkins and Health Workforce Initiative (HWI) the new Nursing Simulation (skills Lab) was completed in Fall 2018.</li> <li>- With the help of the Enrollment and Growth Grant we have been recruiting 80 students per year in the generic associate degree nursing program, in addition to increasing the enrollment of the advance placement of the licensed vocational nurses to 20 students per year. The total number of students enrolled annually is 100.</li> <li>- Currently there are ten full time nursing faculty, including master's prepared RN skills lab coordinator and thirty two part time bachelor degree and master's degree nursing instructors.</li> </ul>										
<b>5. Cost of this Program</b>										
<table style="width: 100%; border: none;"> <tr> <td style="width: 33%; text-align: center;">Expenditures Exceed Income</td> <td style="width: 33%; text-align: center;">Income Covers Expenditures</td> <td style="width: 33%; text-align: center;">Income Exceeds Expenditures</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>					Expenditures Exceed Income	Income Covers Expenditures	Income Exceeds Expenditures	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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**College:** San Bernardino Valley College

**Date:** March, 18<sup>th</sup> 2019

**Program:** Nursing

(Provide update since last full efficacy review; examples include enrollment/FTES generated & in-kind contributions of time/resources minus salaries/equipment/supplies, etc.)

Program meets the standards of and is accredited by the California Board of Registered Nursing (BRN) and the Accreditation Commission for Education in Nursing (ACEN)

-FTES increased because 54-57 students now admitted due to Enrollment & Growth Grant 2015-2016 (35% of class are LVN)

-NCLEX licensing exam year to date pass rate for 2015-2016 is 78.57%

## 6. Two-Year Plan

Need Significant Changes  
And/or Increased Resources  
to Continue

On Track for  
Next Two Years

Significant Growth  
Anticipated

(Provide update since last full efficacy review; examples include recommendations, project future trends, personnel and equipment needs, etc.)

### Action Plan:

- The simulation lab was completed in the Fall 2018
  - Recently recruited and hired is a master's prepared RN skills lab coordinator, January 2019
  - Develop evidence-based skills in writing and revising NCLEX-style test items
  - Curricular innovations to help students build skills and knowledge
  - Identify professional development opportunities to improve faculty exposure to advancing practice
  - The current curriculum has been revised and was submitted to the BRN for approval in December 2018. The current nursing curriculum was identified as "strong but outdated" during the Accreditation Committee of Education in Nursing (ACEN) spring 2013 and the BRN Spring 2014 visits. The organizing framework chosen by faculty in 1986 was the Neuman Systems Model. That model was chosen because it reflected the faculty's belief that humankind is complex and that nursing should consider all dimensions and aspects of individuals. The organizing framework was based on four major concepts: major constructs of the individual, the nursing process, rules of the associate degree nurse, and the wellness-illness continuum using simple to complex format.
- Faculty voted in spring 2013 to update the current curriculum and invited Dr. Linda Caputi as the curriculum consultant. In November 2013, Dr. Linda Caputi provided a guide for faculty as they engaged in the process of curriculum revision. Faculty voted unanimously that Quality and Safety Education for Nurses (QSEN), Joint Commission National Patient Safety Goals, Institute of Medicine (IOM) and the Nursing Process would be the unifying theme to guide the curriculum changes. Geriatrics, pharmacology and ethics are integrated throughout the new curriculum. QSEN is used as the organizing framework in the new curriculum to guide faculty

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with the challenge of preparing future nurses with the knowledge, skills and attitudes (KSAs) necessary to continuously improve the quality and safety of the healthcare systems in which they work. The Program Learning Outcomes (PLOs) are reflective of the phases of QSEN and they are; provide safe quality patient-centered nursing care, integrate evidence-based practice to deliver optimal patient care, function effectively as an active member of the inter-professional team to provide and improve patient outcomes, utilize critical thinking principles to provide optimal patient outcomes and continuous quality improvement, serve and provide ethical leadership for the healthcare needs of our diverse community, integrate nursing informatics and trends in technology to enhance team communication and the delivery of safe optimal care. Additional PLO's include the graduate to be prepared to function as an entry-level registered nurse, and be prepared to advance their education to the bachelor degree level and participate in professional development and pursue lifelong learning.

- Work with community to build clear pathways from high school to RN to BSN. (Azusa Pacific University, as well as California State University San Marcus) have been affiliated with our program to ease the process and cost will take place when our nursing program graduates perse a bachelor in Nursing Science (BSN) in the future. This affiliation will make it doable and affordable for students interested in getting BSN degrees to do so
- See Action plan attached page 10

## 7. Progress on Previous Does Not Meets

No Progress

On Track for  
Next Two Years

Significant Progress

What steps are being taken to address previous deficiencies as identified on the previous full efficacy review?

- Old Curriculum has been revised and approved by program review committee, already in curricnet. Pending BRN approval. Anticipation of initiation of New curriculum is Fall 2018.
- Language used writing the report has been clarifies and edited , no use of un- clear acronyms
- SLOs wasn't Included in the document last time, Added to this report already
- 

**Signatures:**

\_\_\_\_\_  
Administrator

\_\_\_\_\_  
Date



# **CAREER TECHNICAL EDUCATION PROGRAM TWO-YEAR REVIEW**

**College:** San Bernardino Valley College

**Date:** March, 18<sup>th</sup> 2019

**Program:** Nursing

\_\_\_\_\_  
Faculty

\_\_\_\_\_  
Date

\_\_\_\_\_  
Advisory Committee Member

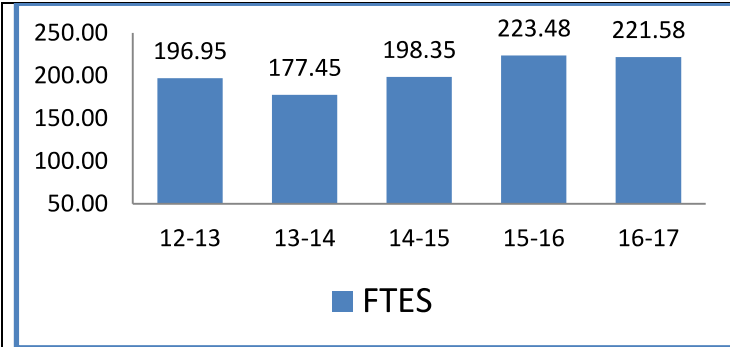
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# CAREER TECHNICAL EDUCATION PROGRAM TWO-YEAR REVIEW

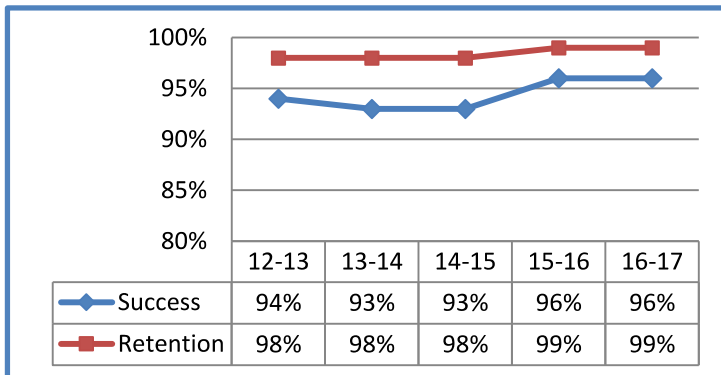
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	12-13	13-14	14-15	15-16	16-17
Duplicated Enrollment	1,047	952	1,050	1,134	1,128
FTEF	29.98	29.56	32.16	35.62	37.07
WSCH per FTEF	197	180	185	188	179



	12-13	13-14	14-15	15-16	16-17
Sections	62	57	58	58	78
% of online enrollment	0%	0%	0%	0%	0%
Degrees awarded	76	73	58	72	92
Certificates awarded	N/A	N/A	N/A	N/A	N/A

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**Action Plan:** [Describe your top priorities reflected in the Departmental/Program goals and provide specific steps to reach these goals.]

Action Step	Departmental Goal	Necessary Resources to Complete	Target Completion Date
Input into Curricunet Allocate funding to submit to the BRN	Complete curriculum revision. Submit to SBVC Curricunet and BRN	Time allocation to put into Curricunet system and funding to submit to the BRN.	October/Fall 2017 ( done)
Implement NCLEX-style questions with incorporation of select-all-that-apply formatting All faculty to have at least 1 computerized exam by end of Fall 2017	Improve NCLEX pass rate	Time to create online exams and for Canvas training	Begin Fall 2017. Re-evaluate at end of term. Done , and to continue
Explore funding opportunities- Professional Development versus Grant Explore local and low-cost opportunities	Professional Development for Faculty	Funding and potentially sub coverage for courses	On-going
Continue to work with the Grant and Health Workforce Initiative (HWI) for resources and allocation of funding.	State of the art technology	Funding for simulation room, equipment, training, staff	Simulation room is expected to be completed summer 2018.
Advertisement and recruitment to fill vacant positions. Approval of new simulation position. Grooming of Adjunct Instructors. Faculty mentoring, team-building workshops, faculty recognition, etc.	Adequate and qualified staff	Advertisement, recruitment, training, and team-building.	Ongoing

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