

Kapiolani Community College

2011 Annual Report of Instructional Program Data

Nursing: Practical Nursing

Program Mission:

The **Practical Nursing (PRCN) Program** at Kapi'olani Community College is one year in length, wherein graduates of the program will receive a Certificate of Achievement; after which, graduates will be trained to work as practical nurses in long-term care facilities (working with the elderly) and in home health settings (working with children).

The PRCN curriculum was revised to prepare graduates to work where employment opportunities would be available such as in long term care facilities as well as making the transition into the AS Degree Nursing Program seamless. PRCN graduates do not have to take a new set of pre-requisite courses nor have experience working as a licensed practical nurse to advance into the AS Degree. The revised pre-requisites and support courses strengthened and assist students to be successful in the PN program and facilitate the transition into the AS in Nursing Transition Programs.

Preparations for the establishment of the PRCN Program at Windward CC were successfully completed since the last ARPD. Every summer, the PRCN Program admitted 20 students to the Diamond Head campus and 20 students to the WCC satellite site. This number is expected to increase based on county new and replacement positions as reported in the ARPD.

The Practical Nursing Program mission is to prepares graduates to write the National Council of Licensure Examination for practical nurses (**NCLEX-PN**), which provides **certification to work as a Practical Nurse in that State of Hawai'i and across the US.**

The Nursing department also offers the **LPN-RN Transition (ANURS-LPN) Program** is for Licensed Practical Nurses who are interested in becoming a registered nurse. This program may be completed in three semesters after prerequisites are completed.

Part I: Program Quantitative Indicators

Overall Program Health: **Healthy**

Majors Included: PRCN

Demand Indicators		Program Year			Demand Health Call
		08-09	09-10	10-11	
1	New & Replacement Positions (State)	0	63	72	Cautionary
2	New & Replacement Positions (County Prorated)	0	51	48	
3	Number of Majors	0	31	53	
4	SSH Program Majors in Program Classes	0	422.5	1,174	
5	SSH Non-Majors in Program Classes	0	74.5	0	
6	SSH in All Program Classes	0	497	1,174	
7	FTE Enrollment in Program Classes	0	17	39	
8	Total Number of Classes Taught	0	11	15	

Efficiency Indicators		Program Year			Efficiency Health Call
		08-09	09-10	10-11	
9	Average Class Size	0	13.3	19.1	Healthy
10	Fill Rate	0%	85%	97%	
11	FTE BOR Appointed Faculty	0	0	0.5	
12	Majors to FTE BOR Appointed Faculty	0	0	105	
13	Majors to Analytic FTE Faculty	0	24.2	22.9	
13a	Analytic FTE Faculty	0	1.3	2.3	
14	Overall Program Budget Allocation	Not Yet Reported	\$262,312	\$545,766	
14a	General Funded Budget Allocation	Not Yet Reported	\$262,312	\$545,766	
14b	Special/Federal Budget Allocation	Not Yet Reported	\$0	\$0	
15	Cost per SSH	Not Yet Reported	\$528	\$465	
16	Number of Low-Enrolled (<10) Classes	0	3	0	

Effectiveness Indicators		Program Year			Effectiveness Health Call
		08-09	09-10	10-11	
17	Successful Completion (Equivalent C or Higher)	0%	76%	97%	Healthy
18	Withdrawals (Grade = W)	0	33	5	
19	Persistence (Fall to Spring)	0%	100%	89%	
20	Unduplicated Degrees/Certificates Awarded	0	14	33	
20a	Degrees Awarded	0	0	0	
20b	Certificates of Achievement Awarded	0	14	33	
20c	Academic Subject Certificates Awarded	0	0	0	
20d	Other Certificates Awarded	0	0	0	
21	Transfers to UH 4-yr	0	1	0	
21a	Transfers with credential from program	0	0	0	
21b	Transfers without credential from program	0	1	0	

Distance Education: Completely On-line Classes		Program Year		
		08-09	09-10	10-11
22	Number of Distance Education Classes Taught	0	0	0
23	Enrollment Distance Education Classes	0	0	0
24	Fill Rate	0%	0%	0%
25	Successful Completion (Equivalent C or Higher)	0%	0%	0%
26	Withdrawals (Grade = W)	0	0	0
27	Persistence (Fall to Spring Not Limited to Distance Education)	0%	0%	0%

Perkins IV Core Indicators 2009-2010		Goal	Actual	Met
28	1P1 Technical Skills Attainment	90.05	100.00	Met
29	2P1 Completion	44.50	81.82	Met
30	3P1 Student Retention or Transfer	55.50	95.00	Met
31	4P1 Student Placement	50.50	100.00	Met
32	5P1 Nontraditional Participation	16.00	11.54	Not Met
33	5P2 Nontraditional Completion	15.10	0.00	Not Met

Last Updated: January 4th, 2012

Part II: Analysis of the Program

Program Demand

The demand for new and replacement positions at the county level has remained constant for the last two ARPD reports. The Kapi'olani CC Practical Nursing (PN) Program has increased the number of students in the program from 31 in 2009-10 to 53 in the current report. The department increased the number of majors by offering the Kap CC PN program at Windward CC. While the demand indicator is "cautionary" at 1.1, the number of students needed to meet the current county demand would be 70 majors. This demand can be met by increasing the PN cohort numbers at Diamond Head and Windward campuses.

Program Efficiency

The fill rate shows that the PN Program is "healthy" at 97% up from 87% in 2009-10.

The number of majors in the PN program (53) divided by the number of BOR appointed faculty positions (.5) is "cautionary" because in the 2010 – 2011 data, the BOR appointed nursing faculty positions are not solely dedicated to teach one particular nursing program. The nursing department program courses are team taught by faculty who may be teaching in Nurse Aide, PN Program or the AS Degree Program. The data are not set up to capture team taught program courses.

The Nursing Department set out a plan in 2011 to specify the number of faculty positions for each nursing program. Given the increased demand for PN majors, the number of faculty for the program has been set at 4. Should the number of majors increase to 70 to meet the current demand, the ratio to majors based on 4 faculty members would result in a "healthy" program efficiency ratio.

Program Effectiveness

The PN program is effective and "healthy" on all three indicators. The ratio of unduplicated certificates to majors is 62%, a percent greater than 20 is a healthy program. The persistence rate is 89%; over 75% is deemed healthy. Having said that, the given data need to be investigated as the department data show a higher persistence rate 93% and only three withdrawals rather than 5.

Perkins Indicators

The PN program surpassed the Perkins Core Indicators for technical skill training, completion, student retention or transfer and student placement. While men tend not to enter nursing in great numbers, the program is seeing a greater number of young men entering the PN program than over the past few years. The effort of the nursing department counselors working with the nursing students is key to the success of these indicators.

Part III: Action Plan

The Action Plan for the PN Program:

Preparations for the establishment of the PN Program at WCC were successfully completed since the last Program Review. Each summer, the PN Program admitted 20 students to the Diamond Head campus and 20 students to the WCC satellite site. Enrollment has been at its maximum at both sites. It is expected that the number of majors will increase from the current 53 to 70 to meet the current ARPD county demand figure of 48 new and replacement positions.

The PN summer cohorts need the support of the nursing faculty counselors and with the potential expansion of the PN cohorts both in numbers and location, the plan is to increase the counselor to an 11 month appointment.

Action plan for the next year is to continue to align curriculum content, clinical experiences and assignments to the new system-wide consortium content. The nursing faculty will continue to learn the new curriculum using intensive teamwork and innovation. As the curriculum is revised, faculty will also focus on the need to map out the pathway for PN graduates to the new ADN curriculum.

Once the ADN program has completed the accreditation process, the future action plans for the PN program are to 1) offer the PN Program in the Waianae region of Oahu and 2) seek national accreditation for the program through the National League for Nursing Accrediting Commission (NLNAC) for the PN Program.

Part IV: Resource Implications

The lack of Nursing Department secretary since October 2008 continued to be challenging. Hiring of a Department secretary has been our most urgent need.

Casual hire Instructional Support APT and Nursing Laboratory Resource Center instructors have met the instructional support and resource needs at the LCC and WCC satellite sites as well as the main campus at Diamond Head. In addition, the PN Director served as the satellite site coordinator at WCC. This instructor taught nursing classes as well as managed the day to day operations of the satellite site in cooperation with the main office.

Changing the 9-month Counselor position to 11-month position has been the second most urgent request. Since 2009, there have been two major nursing programs (AS in Nursing and Practical Nursing Programs) that required summer classes on three campuses. Surgical Technology Program also has classes in the summer.

The Nursing Department is unable to provide advising and counseling support to 100 nursing students on three sites with only one Counselor in the summer and no additional APT instructional support. Additionally, new admissions occur in the summer for the PN Program at Diamond Head and AS in Nursing Program at Diamond Head and LCC; and admission into the Surgical Technology Program.

Fortunately, the Nursing Department was given permission to hire the 9-month Nursing Department Counselor on overload for summer as well as casual hire Instructional Support APT. In addition, permission was granted to hire nursing faculty on overload to serve as Nursing Lab Resource Center instructors at the three sites during summer. The faculty believed attrition was lowered because of the additional support and resources readily available to students at all three sites.

Regarding fiscal resources, the Nursing Department had sufficient funds to purchase necessary office and medical equipment and supplies through College funds and Professional Fees.

Program Student Learning Outcomes

- A. There are four PN Program SLOs aligned with the program courses.
1. Function as a member of the health care team under the supervision of the RN and/or MD
 2. Participate in the planning, implementation and evaluation of nursing care.
 3. Administer safe nursing care for patients throughout the life cycle
 4. Identify the legal and ethical responsibilities of the practical nurse.

Program Name: PN (Practical Nursing)

Date: January 6, 2012

Program SLO: Upon program completion, the PN student will be able to...	Evidence of Industry Validation	Expected Level of Achievement	Assessment Strategy/Instrument	Results of Program Assessment	Plan for Improvement
<i>Current Outcome:</i>					
1. Function as a member of the health care team under the supervision of the RN and/or MD.	Employer Survey	100% of students will function effectively in the role. 100% of employers will cite graduates as meeting or exceeding expectations.	Graduate survey Employer Survey		
2. Participate in the planning, implementation and evaluation of nursing care.	Employer Survey	100% of students will function effectively in assigned nursing care. 100% of employers will cite graduates as meeting or exceeding expectations.	Graduate survey Employer Survey		
3. Administer safe nursing care for patients throughout the life cycle.	Employer Survey	100% of students will provide safe nursing care to populations across the life cycle. 100% of employers will cite graduates as meeting or exceeding expectations.	Graduate survey Employer Survey		
4. Identify the legal and ethical responsibilities of the		100% of students will state they are able to identify the legal and ethical responsibilities of the practical nurse.	Graduate survey		

ethical responsibilities of the practical nurse.	Employer Survey	100% of employers will state that graduates are able to identify the legal and ethical responsibilities of the practical nurse.	Employer Survey		
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B. Assessment is to identify course competencies that align with each Program SLO.

C. Plan: Assess one Program SLO each year for all program courses beginning 2012.