

END OF YEAR REPORT FORMAT FOR ANNUAL ASSESSMENT 2015-2016

Unit Name	School of Nursing and Health Sciences
Goal 1	To enhance nursing student's exposure to skills and experiences required in today's healthcare environment.
Strategic Initiative(s) (Choose from priorities 1-5)	<ol style="list-style-type: none"> 1. Access with Excellence Gordon State College will serve the educational needs of the region and the state by maintaining its mission as an access institution, while expanding to offer wider access to baccalaureate programs and assuring excellence in its offerings and service to its constituents. By maintaining access while expanding programs, Gordon State College will open the doors to a college education to a wider audience, resulting in a more educated Georgia. 2. A Diverse Academic Environment Gordon State College will advance the academic work of the College and the resources that support it. The synthesis of the intellectual, cultural and material resources of the campus community will support the development of effective habits of mind for all participants. The College will support the physical, technological and pedagogical resources needed to achieve this goal. This focuses resources and energies on the core educational mission of the College, and promotes the ongoing development of all of the College's stakeholders through strategic allocation of resources. 3. Retention, Progression, and Graduation Gordon State College will increase retention (the number of students that are retained from one year to the next), graduates (the number of students who graduate from two-year and four-year programs), and the number of students who progress from Gordon State College to the next appropriate step (such as transfer to another college). By accomplishing these goals, the College will contribute to a more educated population, prepared to face the challenges and opportunities of the 21st century. 5. Efficiency, Accountability, and Sustainability Gordon State College is committed to providing a welcoming atmosphere that attracts a diverse community and engages through academics and culture. In a dynamic economic atmosphere, Gordon State College must constantly strive to improve operational efficiencies, ensure a commitment to performance and accountability, and advance our financial resources sustainability, in order to achieve these goals.

Time Frame	2015-2016
Objective 1	To increase student exposure to quality simulation experiences that promotes skill development and critical thinking/clinical judgment.
Measures	Simulation experiences reflect coordination between faculty Students will complete an evaluation of each simulation. Clinical faculty will report increased ability to translate theory to practice.
Target (Desired Performance and Deadline) 1	100% simulation experiences meet the skill level and clinical needs of the student
Data Collection (Who/Where/When)	Patricia Stewart during and at the end of each semester by survey
Findings & Status	<p>Scenarios have been developed for the first three semesters of the revised nursing curriculum. The complexity and expectations of the student in each of the scenarios increases in each subsequent semester simulation. The same "patient" is used, but the problems the students face in the scenario become more challenging. The skill level and clinical needs of the student are included in the development of the scenario. Several scenarios were run for the first time this semester, and they will be tweaked based on faculty and student feedback.</p> <p>Spring 2016 - The scenarios from Fall have been revised based on the feedback from both students and faculty. Two new scenarios have been developed for NURS 1911 and three for NURS 2910. For the pediatric lab, one new scenario has been developed and two more revised. The students overwhelmingly agree that the simulation experience provides them with an opportunity to practice their clinical and critical thinking skills in a safe environment.</p>
Discussion of Results and Action Plan	New scenarios have been developed during this AY. These scenarios have been evaluated by the faculty and students and adjustments have been made as needed. More scenarios will be developed based on student/faculty feedback. This is a continuing objective.
Target (Desired Performance and Deadline) 2	85% students will report that the simulations were helpful in developing their clinical skills/judgment
Data Collection	Patricia Stewart in end of semester surveys about simulation

(Who/Where/When)	experiences during the semester.
Findings & Status	<p>Students will report on simulations at the end of the semester. Anecdotal data demonstrates that this is occurring.</p> <p>Spring 2016 - 74% strongly agreed that they correctly identified their patient before all procedures; 78% strongly agreed that they maintained safety throughout the simulation; 92.8% strongly agreed that they identified normal versus abnormal vital signs in their simulated patients; 83% strongly agreed that they were able to complete the physical assessment with minimal input from the faculty; 75% strongly agreed that they were able to do various skills during the simulation; 88% strongly agreed that they demonstrated collaboration, teamwork, and professionalism during the simulation; 75% strongly agreed that they used the nursing process during the simulation. Comments related to critical thinking/judgment: Gave more experience and opportunity to apply classroom knowledge and critical thinking skills than any weekly clinical does; the progressive decline in the patient forces/encourages us to think of more interventions; challenges us.</p>
Discussion of Results and Action Plan	The results did not all meet the 85% benchmark. The survey provides some good information about areas that need to be addressed in future scenarios. The desired outcome was too broad and needed to be further delineated. The information provided can lead the debriefing seminars after the simulation and can feed into classroom materials for further emphasis.
Target (Desired Performance and Deadline) 3	80% clinical faculty will report progression in students applying theory to practice throughout the semester
Data Collection (Who/Where/When)	Dr. Purvis and Missy Parker, clinical coordinator, in surveys of the clinical faculty.
Findings & Status	<p>Clinical faculty are currently completing clinical evaluations.</p> <p>Spring 2016 - The full-time and part-time faculty report an increase in the student's preparation for the clinical experiences.</p>
Discussion of Results and Action Plan	This is good information to carry forward and revise survey to be more specific about areas where the increase in preparation is evident.

Objective 2	To provide a simulation environment conducive to student learning
Measures	Simulation labs are updated with current equipment/materials to promote learning Simulation coordinator obtains a certificate in simulation Additional faculty are trained is using the equipment and developing scenarios
Target (Desired Performance and Deadline) 1	95% students will indicate on an end of program evaluation that simulation experiences were realistic and that the labs were up to date
Data Collection (Who/Where/When)	Ms. Patricia Stewart in end-of-course student surveys and on end-of-program surveys
Findings & Status	<p>No feedback has been received as yet - we will get feedback at the end of the semester</p> <p>Spring 2016 - 60% strongly agreed that the experience prepared them for some aspect of clinical experiences. Three students commented on how real life the simulation experience was. The post conference encouraged critical thinking. The simulation was also good for peer learning.</p> <p>Target not met</p>
Discussion of Results and Action Plan	During the time this cohort of student was in the program, simulation was not as coordinated as it is at present. We will continue to look at this data with future cohorts as the simulation program becomes more pervasive and coordinated.
Target (Desired Performance and Deadline) 2	At least 4 new scenarios will be developed, implemented, and evaluated by the end of Spring 2016 with assistance from simulation coordinator
Data Collection (Who/Where/When)	Ms. Patricia Stewart, simulation coordinator. This information was collected throughout the AY.
Findings & Status	<p>Four scenarios have been developed and implemented. These will be tweaked as faculty and student feedback is received.</p> <p>Spring 2016 - The scenarios from Fall have been revised based on the feedback from both students and faculty. Two new scenarios have been developed for NURS 1911 and three for NURS 2910. For the pediatric lab, one new scenario has been developed and two more revised.</p>

Discussion of Results and Action Plan	New scenarios are being developed based on student need identified by faculty in the courses/clinical faculty/and student input. This objective was met; however, the scenarios are still being revised based on the feedback from end of semester student surveys.
Objective 3	To provide opportunities to establish and augment documentation skills in student
Measures	Students in clinical courses in the ASN program will document using electronic sharing and use the program for completing care mapping
Target (Desired Performance and Deadline)	100% students will use electronic charting in the simulation lab and clinical experiences for documentation and for care mapping0
Data Collection (Who/Where/When)	
Findings & Status	<p>100% of the nursing students are using electronic charting either through the use of DocuCare in the first three semesters or the electronic charting system at the facility where they precept in the fourth semester.</p> <p>Spring 2016 - The electronic medical record was used in the simulation for three of the simulation experiences. The simulation for NURS 1910 was cancelled for the Fall due to illness of the faculty member. The electronic medical record was used by these students for documenting the care they provided in the long term facility they were assigned.</p>
Discussion of Results and Action Plan	The students and faculty report that the use of Docucare in documenting patient care activities in the clinical area and in the simulations has improved their comfort level and skill in what is required in documentation. Most of the problems with docucare have been ironed out so students are able to get in the product and document without problems. The ability to document in an electronic record now needs to be extended to the quality and conciseness of documentation.
Goal 2	To prepare HSIA program and students for clinical practicum and certification.

Strategic Initiative(s) (Choose from priorities 1-5)	<p>1. Access with Excellence Gordon State College will serve the educational needs of the region and the state by maintaining its mission as an access institution, while expanding to offer wider access to baccalaureate programs and assuring excellence in its offerings and service to its constituents. By maintaining access while expanding programs, Gordon State College will open the doors to a college education to a wider audience, resulting in a more educated Georgia.</p> <p>3. Retention, Progression, and Graduation Gordon State College will increase retention (the number of students that are retained from one year to the next), graduates (the number of students who graduate from two-year and four-year programs), and the number of students who progress from Gordon State College to the next appropriate step (such as transfer to another college). By accomplishing these goals, the College will contribute to a more educated population, prepared to face the challenges and opportunities of the 21st century.</p> <p>5. Efficiency, Accountability, and Sustainability Gordon State College is committed to providing a welcoming atmosphere that attracts a diverse community and engages through academics and culture. In a dynamic economic atmosphere, Gordon State College must constantly strive to improve operational efficiencies, ensure a commitment to performance and accountability, and advance our financial resources sustainability, in order to achieve these goals.</p>
Time Frame	2015-2016
Objective 1	To provide a seamless progression through the program with available space and faculty.
Measures	Students will complete the 2 years in the major in a timely fashion with courses offered in a manner where this is possible Faculty will meet accreditation standards for development and training
Target (Desired Performance and Deadline) 1	65% students who enter the program in a cohort will complete in the 2 year time frame
Data Collection (Who/Where/When)	Mr. Seale, program coordinator. This data is collected with retention and graduation data.

Findings & Status	<p>There is still a problem with students being in multiple levels in the HSIA program because of the way prerequisites are structured. Also students are able to take some courses designated for the program before they are admitted to the program. This needs to be worked out, and the program is currently working on making a standard progression of classes.</p> <p>Spring 2016 - The last of the students who were admitted to this program prior to the cohort development will be graduating in the Summer and Fall semesters of 2016. The first cohort admitted had so many courses completed before admission, they should be graduating in the Fall (completion in 1 year). Once the students in the Fall graduate, it will be easier to designate specific courses to be offered each semester.</p>
Discussion of Results and Action Plan	This is still hard to assess until a true cohort system of admission can be established. The goal of the program, as it looks toward accreditation, is to develop a specific program sequence as the cohort admission cycle is established. This is an ongoing process..
Target (Desired Performance and Deadline) 2	100% faculty will maintain certification and meet training requirements of the accreditation body
Data Collection (Who/Where/When)	Dr. Purvis, Dean of School of Nursing and Health Sciences Mr. Seale, HIM Coordinator
Findings & Status	<p>Both faculty have attended conferences designated to help them meet certification and training needs.</p> <p>Spring 2016 - this was met in the Fall</p>
Discussion of Results and Action Plan	The faculty have maintained required certification.
Objective 2	To provide access to electronic and paper sources to further knowledge and skills to enable students to gain employment and to successfully pass certification exams
Measures	Students will have access to the materials in the labs and in the classroom
Target (Desired Performance and Deadline) 1	100% students will have access to these materials

Data Collection (Who/Where/When)	Mr. Seale, program coordinator; Mr. Agyare, faculty in HIM program
Findings & Status	Students have access to the Virtual Lab and to paper medical records. The representative for the medical records did not respond to the request, but example medical records were obtained for use in the classroom. Spring 2016 - These materials are used in 6 of the HIM courses.
Discussion of Results and Action Plan	Virtual Lab has to be purchased each semester. It is used extensively in the program. The medical records were updated and were much more realistic to what the students will faced with in the clinical setting.
Target (Desired Performance and Deadline) 2	90% students will rate these materials as satisfactory or higher on a course survey
Data Collection (Who/Where/When)	Mr. Seale
Findings & Status	Students will evaluate courses/materials at the end of the semester Spring 2016 - Students report satisfaction with these materials used in the courses.
Discussion of Results and Action Plan	Although no formal survey is completed, the students in the courses where these materials are used use the materials both in class and outside the class to develop class projects.
Goal 3	To expand access to and applicants for programs in the School of Nursing and Health Sciences
Strategic Initiative(s) (Choose from priorities 1-5)	<p>1. Access with Excellence Gordon State College will serve the educational needs of the region and the state by maintaining its mission as an access institution, while expanding to offer wider access to baccalaureate programs and assuring excellence in its offerings and service to its constituents. By maintaining access while expanding programs, Gordon State College will open the doors to a college education to a wider audience, resulting in a more educated Georgia.</p> <p>3. Retention, Progression, and Graduation Gordon State College will increase retention (the number of students that</p>

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Time Frame	2015-2015
Objective 1	To continue to implement revisions in the ASN curriculum
Measures	By the end of Fall 2015, 100% of courses in revised curriculum will be fully developed 2 cohorts of students in the new curriculum - Spring 16 and Fall 16 will be evaluated against established criteria
Target (Desired Performance and Deadline) 1	100% implementation of revised ASN curriculum by Spring 16
Data Collection (Who/Where/When)	Dr. Purvis, Dean, School of Nursing and Health Sciences. Information gathered at curriculum meetings at the end of each semester as the program was being implemented.
Findings & Status	The first three semesters have been implemented. The last semester to be implemented in Spring 2016. The first two semesters have been tweaked based on faculty and student input. There are ongoing meetings of the Curriculum Committee evaluating how these courses are progressing and looking for any changes that need to be made. Spring 2016 - This is the last semester of implementation for the revised curriculum. This goal has been met. The faculty will evaluate the new curriculum again at the end of the semester to identify any need for further changes.
Discussion of Results and Action Plan	At the end of each semester, the faculty have a curriculum meeting to identify issues related to the implementation of the revised

	curriculum. The curricular content map for each course has been revised at the end of each semester to ensure that there are no areas of major overlap or any areas of deficiency. This will continue to be as work in progress.
Target (Desired Performance and Deadline) 2	Less than 5% decline in ACEN established program outcomes between students in old ASN curriculum and revised curriculum in the initial cohort
Data Collection (Who/Where/When)	Ms. Rebecca Morgan, Coordinator ASN program
Findings & Status	This information is not available at this time. The first cohort will not graduate until Spring 2016. Spring 2016 - an indicator of this will be the NCLEX-RN first time passage rate after graduation.
Discussion of Results and Action Plan	There has been no decline in areas of measurement for accreditation assessment. Still awaiting all students to take NCLEX-RN after May graduation. This will be an ongoing evaluation.
Objective 2	To receive initial accreditation from Commission on Accreditation on Health Information and Informatics Management (CAHIIM)
Measures	Self-study submitted and site visit planned/performed for initial accreditation
Target (Desired Performance and Deadline) 1	100% by Fall 2015 self-study will be completed and submitted
Data Collection (Who/Where/When)	Mr. Seale, Mr. Agyare
Findings & Status	The application for accreditation status from CAHIIM was submitted but was put on hold by the accreditation body until a program name change could be initiated through the USG. Approval for the name change was received in November 2015, and the program has 45 days to resubmit the completed application indicating that all standards by the commission are included in the program. Spring 2016 - The standards had changed enough before the self-study could be submitted, the self-study is currently being revised to meet the new standards. The plan is to have it in by the end of Spring

	semester.
Discussion of Results and Action Plan	The self-study is currently in the state of revision to incorporate the changes in standards from CAHIIM. Mr. Seale hopes to have the self-study ready to submit by August 1, 2016.
Target (Desired Performance and Deadline) 2	Before spring 2016 site visit will be scheduled
Data Collection (Who/Where/When)	Mr. Seale
Findings & Status	This cannot be done until the application is accepted and self-student completed. Spring 2016 - This cannot be done until self-study in to accreditation body and approved to schedule site visit received.
Discussion of Results and Action Plan	The self-study is in the process of being completed. This is an ongoing process.
Objective 3	To develop and get approval for pre-licensure BSN
Measures	Program ready for implementation for Fall 2016
Target (Desired Performance and Deadline)	100% time-line maintained and program started in Fall 2016
Data Collection (Who/Where/When)	Dr. Purvis, Dean, School of Nursing and Health Sciences
Findings & Status	Received approval for program from USG Board of Regents in May 2015. Letter of Intent submitted to the Board of Nursing in November 2015. Awaiting approval by Board of Nursing. Currently working on substantive report due to ACEN in Feb 2016. Spring 2016 - Letter of intent submitted to BON in November. Still awaiting approval from BON - several revisions have been completed and submitted to original letter of intent. No feedback has been received from last revision. Substantive report cannot

	be submitted to ACEN until approval given by GBON.
Discussion of Results and Action Plan	Developmental approval obtained from GBON at May meeting. Currently working on Substantive report for ACEN to be sent in the Fall 2016.
Objective 4	To increase recruitment efforts for RN-BSN program, HSIA program, and pre-licensure nursing program
Measures	Increased access to clinical/practicum sites for HSIA program; develop community clinical sites for generic BSN in addition to those used in RN-BSN program Increased qualified applications to programs
Target (Desired Performance and Deadline) 1	100% practicum students will be placed at clinical sites appropriate for their training
Data Collection (Who/Where/When)	Missy Parker, Clinical Coordinator at end of each semester.
Findings & Status	This is being done. Both RN-BSN and HSIA coordinators are actively seeking practicum sites and maintaining current sites that have proven to be good sites for the students. Spring 2016 - Some issues with practicum sites in the Fall. Continue to actively seek additional practicum sites. Target ongoing.
Discussion of Results and Action Plan	Several new practicum sites have been vetted. Students are being assigned appropriate preceptors and report satisfaction with those preceptors on end of course clinical evaluations. This is an ongoing issue.
Target (Desired Performance and Deadline) 2	Increase by 2.5% qualified applications to HSIA, RN-BSN programs
Data Collection (Who/Where/When)	Mr. Seale, HIM Coordinator; Dr. Quinn, RN-BSN Coordinator.
Findings & Status	Applications to HSIA are due in November for Spring admission - there were several very qualified applicants. Applicants were on par with

	<p>those from last November. However, several of these applicants came to Gordon State specifically to be admitted to this program, which is a change from the last few years. RN-BSN applications are due in March for the summer admission.</p> <p>Spring 2016 - HIM (formerly HSIA) had more qualified applicants for the Spring admission - this program admitted 20 students. RN-BSN applications are being received until the end of March.</p>
Discussion of Results and Action Plan	HIM is meeting projections for admission of qualified applicants. The RN-BSN applications and admissions have declined this cohort. The decline in applications was discussed at the Spring Nursing Advisory Council meeting. Dr. Quinn is developing a flyer to distribute to the healthcare facilities advertising the RN-BSN program.
Objective 5	To maintain accreditation through Accreditation Commission for Education in Nursing (ACEN) and approval from the Georgia Board of Nursing (GBON) for RN-BSN program
Measures	Continued accreditation and GBON approval received by end of Spring 2016
Target (Desired Performance and Deadline)	100% timeline maintained and full approval by GBON and continued accreditation with ACEN received by end of Spring 2016
Data Collection (Who/Where/When)	Dr. Purvis, Dean, School of Nursing and Health Sciences
Findings & Status	<p>Application for the visit was submitted to ACEN on time. The site visit is scheduled for Jan 25-27, 2016. The faculty are currently completing the self-study with plans to submit by 10 December.</p> <p>Spring 2016 - Site visitors from ACEN evaluated the RN-BSN program January 25-27. Unofficial results are continuing accreditation with conditions. Official notification will not be received until September.</p>
Discussion of Results and Action Plan	The final report from ACEN for the RN-BSN program has been received. The official notification from the Board of Commissioners will not be until September. The faculty are already working on areas of deficiency.