

PROGRAM INFORMATION	Program	LPN (Licensed Practical Nursing)
	Submitted by:	Carena Jarding
	Year	2021-2022
	Date of Review	2022-01-06
	Form Key	d34d178a-64e6-48f0-9d44-6c59bad42cad
PROGRAM OUTCOMES	Explain how program outcomes were reviewed this year (i.e., input from advisory board, instructors, students, etc.) and changes made, if any:	Program outcomes were reviewed through a variety of methods to include student feedback from monthly student representative meetings, faculty feedback and review of courses, bi-annual advisory board meetings, employee feedback surveys, purchased ATI proctored assessment exams, student clinical evaluations, practicum evaluations, and simulations.
	Outcomes are up to date in WIDS and on the program's web page	Yes
SYLLABI	ADA Statement	Yes
	Competencies	Yes
	Course Description	Yes
	Course Title and Number	Yes
	Credit Hours	Yes
	Freedom of Expression Statement	Yes
	Grading Criteria	Yes
	Instructor	Yes
	Academic Integrity Policy	Yes
	Nondiscrimination Statement	Yes
	Office Hours/Contact Information	Yes
	Prerequisites	Yes
	Required Text(s)	Yes
	Syllabi Up to Date in WIDS	Yes
	Explain which syllabi were reviewed this year; input received from advisory board, instructors, students, etc. regarding course objectives and textbooks used; and changes made, if any.	<p>Each syllabi are reviewed at the beginning and end of each semester.</p> <ol style="list-style-type: none"> 1.LPN 110: Review of the course competencies and objectives were had. No changes needed at this time. 2.LPN 111: Review of the course competencies and objectives were had. No changes needed at this time. Discussion was had about the potential of making this a hybrid course as much of the content is a review of fundamental concepts with the focus on geriatric care. 3.LPN 112: Review of the course competencies and objectives were had. No changes needed at this time. 4.LPN 150: Review of the course competencies and objectives were had. No changes needed at this time. 5.LPN 107: Course and syllabi were reviewed. No changes needed at this time. 6.LPN 108: Course and syllabi were reviewed. No changes needed at this time. 7.LPN 105: Course competencies and objectives and syllabi were reviewed. With the new edition of the Medical Surgical book, additional content was added regarding culturally competent care for clients who identify as LGBTQ. Additionally, the reproductive unit within the textbook has been changed. 8.LPN 106: Course competencies and objectives and syllabi were reviewed. No changes needed at this time. However, Dezarae has mentioned that she would like to change due dates and deadlines for students submitting their resume. She would also like to explore the option of added a mock interview day next year. 9.LPN 100: Syllabi for LPN 100 was reviewed. No changes to course competencies or objectives needed. Discussion was had regarding the timing of the content and the need to deliver the content in a more condensed manner for students to be able to utilize the strategies used earlier throughout the semester. With the changes in schedule this year, the content was condensed and effective but still spread throughout the semester. 10.LPN 101: Syllabi was reviewed. No competency or objective changes needed as this time. Although, there was a need to move a section of content around to better match content concepts. Move competency "Outline the LPN role in admission, transferring, and discharging of patients" and correlated objectives, learning activities and assessments from Unit 5B to Unit 2D. Carena will make those changes in WID. 11.LPN 102: Syllabi reviewed. No competency or objective changes at this time. Added more hands-on practice time and put more pre-recorded "lecture" content into this year's course. Faculty discussed that the students seemed more prepared for their skills competencies with the additional hands-on practice time. 12.LPN 103: Syllabi reviewed. No competency or objective changes. Dezarae discussed that the first two chapters in LPN 103 are also covered in LPN 101 during medication administration lab content. She will condense the first two units' materials in the first part of the course to allow more time in the cardiac chapters.

PROGRAM COMPETENCIES	<p>LPN 105: Course competencies and objectives and syllabi were reviewed by faculty members. With the new edition of the Medical Surgical book, additional content was added regarding culturally competent care for clients who identify as LGBTQ. Additionally, the reproductive unit within the textbook has been changed. The unit 6 will add an additional section, 6D.</p> <p>Examine the male and female reproductive system Review the female and male reproductive organs and their role in overall health Compare methods of contraception Discuss normal physiology considering age-related changes to the female and male reproductive systems Explain assessment of the female and male reproductive systems Identify screening procedures recommended for maintaining reproductive health Explain how to provide culturally competent care for patient who are LGBTQ Distinguish the nurse's role during screening procedures, data collection, and education of patients concerning reproductive health Develop and implement a nursing plan of care to provide patient-centered interventions for female reproductive alterations Examine normal physiology considering age-related changes to the female reproductive system Examine causes and treatment of infertility Present changes associated with menopause, treatment options, and nursing interventions Compare and contrast benign and malignant disorders of the female reproductive system Develop and implement a nursing plan of care to provide patient-centered interventions for male reproductive alterations Summarize the medical and nursing management of erectile dysfunction Outline the pathophysiology and manifestations of common disorder of the male reproductive system Examine causes and treatment of male infertility Name the most common diagnostic tests and examinations associated with the male reproductive system Outline the nursing care of a male patient with benign prostatic hyperplasia (BPH) Discuss surgical approaches to address male reproductive disorders Compare benign and malignant disorders of the male reproductive system Develop a nursing plan of care to provide patient-centered interventions for patients with sexually transmitted infections. Differentiate the signs and symptoms of common sexually transmitted infections Explain the procedure for the various test for STIs Describe the treatment of common STIs, their prevention, and the resources available to those who need information about STIs Illustrate the nurse's role in preventing, identifying, reporting, and treating common STIs.</p>	
	WIDS Up to Date	Yes
COURSE ASSESSMENTS USED IN PROGRAM CHECKLIST	Capstone	No
	Class Participation	Yes
	Clinical/internship observations	Yes
	Examinations	Yes
	Comprehensive Final Exams	Yes
	Journals	Yes
	Lab Demonstrations	Yes
	Oral Examinations/Presentations	Yes
	Other Projects	Yes
	Peer Evaluations	Yes
	Portfolio Projects	Yes
	Quizzes	Yes
	Self Evaluations	No
	Simulations	Yes
	Videos of Student Mastery	Yes
	Written Essays	No
Written Reports	Yes	
ALIGNED AND APPROPRIATE ASSESSMENTS	Assessments used in the program are matched to the outcomes/competencies for the program.	Yes
	Give examples of how assessments used in the program reflect higher-level thinking skills, such as applications, analysis, synthesis, and evaluation.	i.Reflective journaling, virtual simulations, and modular skills boxes used in the clinical and lab setting to promote clinical judgement and critical thinking. Questions are asked in a way that have students to reflect in and on action helping them draw conclusions based upon the current data and situation as well as from similar past experiences to make the best clinical judgement for positive patient outcomes.
	Explain changes in the assessments used in your program since your last review (include input received and rationale)	i.During the LPN clinical experiences, virtual simulations were added. Due to the continuing pandemic, faculty needed to be creative in how real-world patient care could be delivered to the students. Virtual simulations and modular training boxes were added. The virtual simulations provided that real world experience in a virtual platform where students still needed to make clinical decisions for safe patient care. The modular trainers allowed students the opportunity to practice skills on their own "patient" in a safe distance whether that be in the lab, classroom, or home environment.
INDUSTRY CERTIFICATIONS	Explain any changes made or planned in the program based on assessment of industry certifications used in the program.	Though several programmatic changes were made this past year, none of those changes were based upon program certification exams.

INTERNSHIPS/ CLINICALS	How do you evaluate program competencies or learning objectives during internship/externship experiences?	i.The LPN program has a practicum, LPN 150 Capstone Practicum, at the end of the 3rd semester where students are 1:1 with a nurse in a clinical setting of their choice. The student's preceptor is provided with a course syllabus, practicum guide and an evaluation tool that reflects the practicum course objectives and competencies. This tool is completed at mid-term and completion of practicum experience. The evaluation tool is completed by the preceptor in conjunction with the nursing faculty to provide student feedback over course outcomes and objectives along with corresponding points for the course. Reflective journaling on topics like conflict resolution and HIPPA are also included into the curriculum of LPN 150. These topics correlate back to program competencies and learning objectives of the course. Faculty members make either face to face or virtual visit with the student and preceptor at least once during the experience.
	As you reviewed results of internship/externship evaluations, what curriculum changes were made or are planned in your program?	i.The Summer 2021 LPN 150 preceptor Evaluation and student evaluations of the practicum experience were reviewed. The LPN 150 Preceptor Evaluation had a mean score of 4.8 or higher on a 1-5 Likert scale for each survey items. The LPN 150 student evaluations had a mean score of 4.09 or higher on a 1-5 Likert scale for each survey item. Qualitative data was feedback suggestions were analyzed for both surveys. There was suggestion from the preceptor perspective to have an area to add overall qualitative comments to the student's mid-term and final evaluation. After discussion, it was decided to add a suggestion area on the evaluation tool.
ENROLLMENT	Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.	The enrollment for the 2020 school year was at 116% (37 of 32). The benchmark has been met. The three-year average is 99%. The nursing program director and instructors continue to assist admissions with tours, job and career fairs, Exploration Days, Scrubs camp and various recruitment events.
RETENTION	Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.	The retention for the 2020-21 school year was 68%, which is below the 75% benchmark. The 3-year average is 70%, which is below the benchmark. Strategies utilized to improve student retention include: utilization of peer led study tables, faculty led math study tables, individual nursing tutors, advisor meetings to discuss study techniques and test taking strategies, opportunities for individual exam reviews, proactive plans for success, and continued test taking strategies course. Fall of 2021 the dosage calculation "help sessions" has now been incorporated into LPN 100 for more structured dosage calculation instruction. The nursing instructor also encourage students to be part of the nursing student community to offer support and fun activities.
GRADUATION	Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.	The graduation rate for the 2019-2020 school year was 65%, which is below the 70% benchmark. The three-year average is 68%. The LPN program continues to utilize peer led study tables, faculty led math study tables, individual nursing tutors, advisor meetings to discuss study techniques and test taking strategies, opportunities for individual exam reviews, proactive plans for success, and continued test taking strategies course.
PLACEMENT	Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.	The placement rate for the class of 2020 was at 100% of the graduates having a job in the nursing field. The job placement rate for the past 3 years is 100%. The industry demand for nurses continues to grow.
STUDENT SATISFACTION	If this benchmark is not met, what strategy or strategies will be implemented to address this measure?	<p>The Noel-Levitz student satisfaction inventory survey was completed in the Spring of 2021. There were two areas of gaps greater than 1.0; library resources and services are adequate at a gap of 1.10 and financial aid counselors are helpful at 1.23. Given the areas of gaps, survey information will be shared with correlating departments at MTC. In comparing the 2018 Noel-Levitz Student satisfaction survey, the overall rating of satisfaction with the student experience, there was a 1.45 degree increase in overall satisfaction.</p> <p>Additionally, the nursing program surveys the nursing students yearly during the student exit survey in the area of overall nursing program satisfaction, teaching, and learning. The following items are surveyed on a 1-5 Likert scale with a benchmark of a mean score of a 4 or higher on each survey items. The Class of 2021 survey items met that benchmark in all areas except in the area of general education: English.</p> <p>Student Exit Survey Mean Score</p> <p>Overall, I am satisfied with the nursing program at MTL 4.82</p> <p>Overall, I feel adequately prepared for the LPN role 4.91</p> <p>Overall, the general education courses for the nursing program enhanced my nursing knowledge and practice</p> <ul style="list-style-type: none"> •English 3.78 •Mathematics 4.33 •General Psychology 4.44 <p>Overall, I was you satisfied with the faculty teaching in the classroom 4.82</p> <p>Overall, I was you satisfied with the faculty teaching in the clinical area 4.82</p> <p>Overall, I was satisfied with the assistance I received from my advisor 5</p> <p>Overall, I was satisfied with the learning resources available 4.91</p> <p>Overall, the availability and accessibility of learning resources such as ATI and Evolve were sufficient to meet my needs 5</p> <p>Overall, program publications, documents, and policies were up-to-date and accurately reflected program practices 4.82</p> <p>Overall, technology was current, up to date, and sufficient to meet my needs 5</p> <p>Overall, I was satisfied with the academic support provided 5</p> <p>Overall, the elected student representatives were an effective means of participation in program governance and ongoing communication with faculty 4.55</p> <p>Overall, the nursing policies were implemented in a consistent and equitable manner 4.73</p> <p>Overall, the grading policies were clearly defined at the beginning of each course and were consistently applied by faculty 4.73</p> <p>Overall, the student handbook explained the program and college policy for handling program complaints and grievances 4.91</p> <p>Overall, the communication of changes in policies, procedures, and program information was clearly and consistently communicated to me in a timely manner 5</p> <p>Overall, the clinical sites provided were sufficient to meet my needs 4.82</p> <p>Overall, the classrooms were sufficient to meet my needs 5</p> <p>Overall, the skills lab was sufficient to meet my needs 5</p> <p>Overall, I was satisfied with my simulation experience 4.91</p> <p>Overall, I was satisfied with technology support 5</p> <p>Overall, information for technology requirements, orientation, and policies were clear, accurate, consistent, and accessible 4.91</p> <p>Overall, I was satisfied with student resources available to me including:</p> <ul style="list-style-type: none"> •Tutoring 5 •Counseling Services 5 •Career Services 4.67 •Virtual library 5 •Financial Aid 4.6 •Technology support 4.89

<p>ALUMNI SATISFACTION</p>	<p>If this benchmark is not met, what strategy or strategies will be implemented to address this measure?</p>	<p>The LPN graduates are surveyed at 6 to 12 months after graduation. The class of 2020 was surveyed in February of 2021. There was 100% participation with 17 of 17 alumni completing the survey. The survey looks at the alumni's satisfaction and confidence in meeting the program outcomes 6 months after graduation. The following items are survey on a 1-5 Likert Scale with a benchmark set at a mean score of 4 for each survey item. All survey items met the benchmark.</p> <p>Program Outcomes Mean Score</p> <p>Program Outcome #1 - Demonstrate effective therapeutic communication to foster collaborative inter-professional teamwork and safe patient care across the lifespan.</p> <p>I am comfortable communicating with clients, significant others, and members of the interdisciplinary health care team 4.65</p> <p>I am comfortable communicating relevant, accurate, and complete patient information 4.71</p> <p>I feel empowered to supervise and evaluate delegated aspects of client care to qualified UAPs 4.35</p> <p>I feel adequately prepared to utilize information technology to support and communicate patient care 4.71</p> <p>I am comfortable communicating through appropriate channels of communication 4.53</p> <p>Program Outcome #2 - Integrate professional nursing standards, safety standards, code of ethics, and accountability with one's own nursing practice.</p> <p>Completion of my LPN at MTI has shaped my view of ethical, legal and regulatory nursing frameworks 4.65</p> <p>I understand the scope and standards of nursing practice 4.71</p> <p>I feel empowered to seek and utilize educational opportunities for life-long learning, competence, and advanced career opportunities 4.71</p> <p>Completion of my LPN at MTI has shaped understanding of my strengths and limitations to improve nursing care. 4.88</p> <p>I feel empowered to maintain accountability for my actions 4.82</p> <p>I feel empowered to be an advocate for the patient 4.82</p> <p>I feel empowered to participate in professional nursing organizations 4.65</p> <p>I understand the impact of economic, political, social, cultural, spiritual, and demographic force on my role as an LPN 4.71</p> <p>I feel empowered to provide a safe physical and psychosocial environment for the patient 4.76</p> <p>Program Outcome #3 - Demonstrate competence of nursing skills that are grounded in evidence-based practice while providing culturally sensitive relationship-centered patient care.</p> <p>I feel empowered to provide and promote the patient's dignity 4.82</p> <p>I feel empowered to identify and honor the emotional, cultural, religious, and spiritual influence of the patient's health 4.82</p> <p>I feel empowered to demonstrate caring behaviors and nursing interventions grounded in evidence-based practice 4.76</p> <p>I feel empowered to assist the patient and family unit to achieve optimum comfort and functional ability 4.76</p> <p>I understand my responsibility to protect patient rights and confidentiality 4.94</p> <p>Program Outcome #4 - Provide thorough assessment, observation, monitoring, and reporting of patient health status.</p> <p>I am confident attained physical, developmental, spiritual, cultural, functional, and psychosocial assessment data 4.65</p> <p>I am confident collecting data following established guidelines and protocols 4.65</p> <p>I am confident evaluating patient responses to nursing interventions 4.76</p> <p>I am confident reporting data to appropriate health care personnel 4.76</p> <p>I feel adequately prepared to accurately document patient care 4.59</p> <p>Program Outcome #5 - Demonstrate the ability to prioritize and implement patient care for multiple patients using technology and evidence-based practice under the direct supervision of the registered nurse.</p> <p>I am confident prioritizing nursing care 4.76</p> <p>I am confident referring client care to other health care members when outside the scope of practice for the LPN 4.71</p> <p>I feel empowered to provide nursing care in a meaningful and cost-effective manner 4.71</p> <p>I am confident utilizing technology when providing patient care 4.71</p> <p>Program Outcome #6 - Incorporate physical and psychosocial assessment data into creating and revising patient's plan of care in collaboration with the registered nurse.</p> <p>I am confident utilizing knowledge of normal values to identify deviations in patient health status 4.59</p> <p>I am confident contributing to the formulation, review, and revision of a patient's plan of care in consultation with the registered nurse 4.59</p>
<p>EMPLOYER SATISFACTION</p>	<p>If this benchmark is not met, what strategy or strategies will be implemented to address this measure?</p>	<p>The LPN program employer surveys are sent out now on a 3-year rotation in sequence with the institution. The employer survey was sent out April of 2021. 8 employees responded to the survey. 87.5% of employers survey expressed satisfaction of MTC LPN graduates, which meets the benchmark. The following items are additionally surveyed on a 1-5 Likert Scale with a benchmark set at a mean score of 3 for each survey item. All survey items met the benchmark.</p> <p>Survey items on a 1-5 Likert Scale. Mean score for each item is represented April 2021</p> <p>Establishes rapport with patients and their family members 4</p> <p>Incorporates appropriate inter-professional team communication 4</p> <p>Demonstrates effective conflict resolution skills 4</p> <p>Is a strong patient advocate 4.25</p> <p>Has the ability to work independently under the direction of an RN 4.5</p> <p>Is an effective team member 4.25</p> <p>Appropriately accepts constructive feedback 4.25</p> <p>Demonstrates exceptional customer service 4.25</p> <p>Accepts accountability for own actions 4.25</p> <p>Respects cultural diversity 4.25</p> <p>Has the ability to prioritize patient care 4.5</p> <p>Grasps concept and principles of evidence-based practice 3.75</p> <p>Knowledgeable in pathophysiology and pharmacology 3.75</p> <p>Compliant with legal and regulatory issues relevant to nursing practice 4.25</p> <p>Understands importance of quality improvement 4.25</p> <p>Effective in patient focused assessments 4</p> <p>Demonstrates accurate documentation 4.25</p> <p>Effectively and accurately conducts clinical procedures 4.25</p> <p>Efficient in utilization of clinical technology 4.25</p> <p>Safely administers medications 4</p> <p>Safely performs nursing interventions 4.25</p> <p>Recognizes changes in patient status 4.25</p> <p>Recognizes and reports abnormal data to RN and/or Physician 4.25</p> <p>Incorporates patient data into revising patient's plan of care in collaboration with the RN 4.25</p> <p>Provides care that positively impacts patient outcomes 4.25</p> <p>Provides care that positively impacts organizational outcomes 4.25</p> <p>Communication 4.25</p> <p>Professionalism 4.25</p> <p>Clinical Knowledge 4.25</p>
<p>PROFESSIONAL DEVELOPMENT</p>	<p>What professional development activities have instructors in this program completed in the last year?</p>	<p>The nursing faculty participated in numerous faculty development opportunities to include: Nursing Research Symposium, ATI proctor certification renewals, SD Nurses Association Annual Convention, education webinars (assessing and promoting students clinical performance, documenting deficiencies in clinical, and many more)</p>
<p>PROFESSIONAL ORGANIZATIONS</p>	<p>How were these activities used to improve this program?</p>	<p>Nurse educators directly influence and guide students to be safe competent nurses which emphasizes the need for nurse educators to grasp nursing and nursing education concepts so that they might connect with the nursing students. All of the faculty development and practice hours facilitate new learning strategies and direct nursing care information directly to the student.</p>
<p>PROFESSIONAL ORGANIZATIONS</p>	<p>Do faculty members belong to professional organizations associated with this program?</p>	<p>Yes</p>
<p>PROFESSIONAL ORGANIZATIONS</p>	<p>If no, explain why.</p>	<p></p>
<p>PROFESSIONAL ORGANIZATIONS</p>	<p>Are students made aware of the professional organizations for their career field?</p>	<p>Yes</p>

All	What changes were or will be made to this program based on feedback provided at the past year's advisory board meeting(s)?	Met with advisory board in May and November. No recommended changes by the Advisory board to the LPN program this past year.
	Implementation Date	2022-01-06
	Indicate the personnel responsible for implementing the change(s):	n/a
PROGRAM IMPROVEMENT PLANS AND BUDGET	As you review this past year, what changes do you propose for the next school year that will affect the program's budget?	In review of the clinical and lab course in combination of the required higher order thinking and clinical judgment skills that of new nurses the nursing faculty members want to add the cost of virtual simulations to the next budget year.
	Cost	5,200.00