

**I. Program Description**

A. What is the primary mission of your program (check all that apply):

- |                                     |                  |                          |                                     |
|-------------------------------------|------------------|--------------------------|-------------------------------------|
| <input type="checkbox"/>            | Basic Skills     | <input type="checkbox"/> | Cultural and Personal Enrichment    |
| <input type="checkbox"/>            | Transfer         | <input type="checkbox"/> | Academic Support/Learning Resources |
| <input checked="" type="checkbox"/> | Career/Technical |                          |                                     |

B. Program Description

1 If Applicable, note the number of certificates and degrees that have been awarded in the previous academic year.

<http://research.fhda/facebook/deanzadegrees/dadivisions.htm>CTE programs also refer CTE Program Review Addenda report at [www.deanza.edu/gov/IPBT/resources.html](http://www.deanza.edu/gov/IPBT/resources.html); it will be posted by 3/14/11.

- |                          |   |
|--------------------------|---|
| <input type="checkbox"/> | # of Certificates of Achievement          |
| <input type="checkbox"/> | # of Certificates of Achievement-Advanced |
| 79                       | # of AA, AS Degrees                       |

2 If the program serves staff or students in a capacity *other than traditional instruction*, e.g. tutorial support, please answer the following two questions. Otherwise, skip to section II below:

a. How many people are served?

- |                          |               |                          |            |
|--------------------------|---------------|--------------------------|------------|
| <input type="checkbox"/> | # of Students | <input type="checkbox"/> | # of Staff |
| <input type="checkbox"/> | # of Faculty  |                          |            |

b. Number of employees associated with the program?

- |                          |               |                          |                        |
|--------------------------|---------------|--------------------------|------------------------|
| <input type="checkbox"/> | # of Students | <input type="checkbox"/> | # of Faculty           |
| <input type="checkbox"/> | # of Staff    | <input type="checkbox"/> | # of Part-Time Faculty |

**II. Methods of Evaluation and Assessment**A. Attach the "Program Review Data Sheet" (refer to: <http://research.fhda.edu/programreview/programreviews.htm>) Briefly, address student success data relative to your program by answering the items listed below:

1 Growth or decline in underrepresented populations (Latina/o, African Ancestry, Pacific Islander, Filipino)

Explanation:	Our student population has always been diverse. In the 2010 year there were slight changes in some demographics, but not too significant. The Nursing program success rate (95%) and retention rate (98%) have been steady for the last 3 academic years. The Nursing faculty and staff continues to implement strategies to maintain and improve students success and retention.
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2 Trends related to closing the student equity gap relative to college's stated goals: (refer to <http://www.deanza.edu/president/EducationalMasterPlan2010-2015Final.pdf>, p16)

Explanation:	N/A
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3 What progress or achievement has the program made relative to the plans stated in the 2008 Comprehensive Program Review, Section III.B, towards decreasing the student equity gap?

Explanation:	During the past year, we noticed that the previous success gap between native speakers and ESL students on passing the NCLEX exam, had decreased significantly. This is our indicator that we are increasing our student equity and closing the gap. The nursing department continues to focus on early identification of those students at risk and to implement interventions to help them to achieve their academic goals.
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4 Overall enrollment growth or decline of all student populations

Explanation:	Over a number of years, we had the financial support of many of our community partners which allowed us to temporarily increase the number of students in our program. With the economic crisis, our partners are not longer able to continue their support. We have had to return to our previous class sizes, despite having a waiting list of over 300 individuals, all fully qualified to enter our program.
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- B. Did your program implement any curriculum, program reorganization, etc. changes as a response to changes in College/District policy, state laws, division/department/program level requirements or external agencies regulations? How did the change(s) affect your program?

Change:	The National Council Licensure Examination board (NCLEX) implemented new testing strategies for the exam on April 2010. Based on the new recommendations, the nursing faculty made changes in the questions' format for quizzes and theory exams. In order to make these changes the nursing faculty reviewed old exams and contracted an expert on NCLEX exam to guide faculty during the process. Each faculty member reviewed her exams during the Summer 2010, and students started the new test formats in the Fall of 2010. At this moment the nursing faculty has not been able to assess the results of this intervention.
Explanation:	The NCLEX (National Certified Licensure Exam) is taken by students to obtain their RN license. The exam is a comprehensive test of all the aspects of nursing that students acquired during their college's education. The exam's degree of difficulty is updated periodically. In order to keep abreast with the changes and increasing the students' chances for success, the nursing faculty has done two things: 1. Participating in different workshops to improve the quality and difficulty of test questions. 2. Requiring students to take computerized testing in different nursing classes, as part of their final grade, to familiarize them with the NCLEX exam and to improve their passing rate.

- C. Based on the 2008 Comprehensive Program Review, Section I.C. "Main Areas of Improvement", briefly address your program's progress in moving towards assessment or planning or current implementation of effective solutions.

Explanation:	One of the biggest issue for a nursing faculty in the clinical setting is to provide all students the same challenges for each one of them. In order to overcome this barrier nursing schools are using simulation technology. At De Anza College 75% of our faculty members use the simulation mannikin as part of the clinical experience to assess students' competence at the bedside. In addition, the nursing faculty is implementing computerized testing exam for different courses and a program exit exam. The objective of the computerized testing exam is to help students to develop more critical thinking skills, and improve synthesis and analysis skills.
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- D. Career Technical Education (CTE) programs, provide regional, state, and labor market data, employment statistics; please see: [www.deanza.edu/gov/IPBT/resources.html](http://www.deanza.edu/gov/IPBT/resources.html), "CTE Program Review Addenda" link (will be available after 3/13/11).

Identify any significant trends that may affect your program relative to:

- 1 Curriculum content, scheduling of services or courses

2 Future plans for your program e.g. enrollment management plans?

<input type="checkbox"/> No significant change, mark this box	
Impact:	Program sustainability
Explanation:	The nursing program is facing several critical challenges. A. At this moment nursing jobs are difficult to find due to the economical situation of the country and the state. Our program has a waiting list of 300 students. New grads are not able to find jobs. Clinical facilities are restricted to open new jobs due to: 1. financial situation that hinders training and financial investment for new grads, 2. registered nurses who were expected to retire are unable to do it, because they are now the family providers, therefore they are postponing their retirement date. B. The majority of the nursing faculty is close to retirement. Two full-time faculty will retire in the next 18 months. They will be difficult to replace for different reasons: 1. Master's prepared nurses are paid a much higher salary in the industry than at the community college, 2. The level of responsibility for a clinical instructor increases exponentially when dealing with the clinical facility regulations, patients' contact, and students' supervision. There are severe consequences for the nursing program not to replace these two faculty members: 1. Our regulatory entity, the Board of Registered Nursing, requires a minimum of full-time faculty to accreditate the school. At this moment, we meet that minimum. 2. The relationships with our community partners will be jeopardized. Full-time instructors are familiar with regulations, protocols and routines for each clinical setting. It takes time for nursing staff to establish trust with a new faculty member. 3. Part-time faculty do not have the level of commitment and time that students and facilities require to provide the best learning opportunities to students.

E. Career Technical Education (CTE), provide recommendations from this year's Advisory Board (or other groups outside of your program, etc.). Briefly, address any significant recommendations from the group. Describe your program's progress in moving towards assessment or planning or current implementation of effective solutions.

<input type="checkbox"/> No significant change, mark this box	
Impact:	Program sustainability
Explanation:	During the Spring 2010 we canceled the meeting due to lack of participation from the community. The program had a very good response from its Advisory Board in the Spring 2011. Although the Advisory Board is aware that at this moment the job market for new grads is very limited, the Advisory Board recognizes that in a short time the demand for registered nurses will be significant. One big limitation for all new grads is the economical situation which at this moment prevents them to: 1. further their education, 2. find jobs.

III. Select IIIA or IIIB below: (Note instructions and materials for this section will be given at the March 11th and 16th workshops, see [www.deanza.edu/slo](http://www.deanza.edu/slo) "Closing the loop..." Contact SLO Coordinators: Mary Pape or Tono Ramirez for more information.)

A. For programs whose primarily align to the ICCs: attach the 2010-11 "PLO to ICC Matching" sheet(s) and "PLO Assessment Planning Calendar "sheet(s)

1 Describe the processes by which your program members have or will assess program level outcomes: (check those that apply)

course-embedded       surveys

Other, describe here: **PLO 1: will be based on NCLEX results. PLO 2: Will be based on a survey to new grads.**

2 Review the ECMS-SLO Summary Report or SSLO Summary Report (*Division Deans shall be sent that report*). What percentage of courses that should undergo a SLOAC process are:

NA       complete       in progress       scheduled to be assessed

3 Below, briefly describe the level of engagement by your program staff and faculty with the outcomes assessment process (SLOAC, SSLOAC) since last year?

**The full time faculty is engaged 100% in the SLOAC and SSLOAC, and approximately 50% of our part-time faculty.**

4 What program enhancements are you implementing as a result of the program level assessment process? Describe enhancements that do not require additional resources below:

summarize result:	Increase use of the simulation lab.	plan/enhancement:	Use of computerized practice and testing with the goal of improving NCLEX passing rate.
summarize result:		plan/enhancement:	

B. For programs whose PLOs primarily align to the Strategic Initiatives: Attach the 2010-11 "PLO to Strategic Initiative Matching" sheet(s) and "PLO Assessment Calendar" sheet(s):

1 Describe the processes by which your program members have or will assess program level outcomes: (check those that apply)

course-embedded       surveys  
Other, describe here:

2 Review the ECMS-SLO Summary Report or SSLO Summary Report (*Division Deans shall be sent that report*). What percentage of courses that should undergo a SLOAC process are:

NA       complete       in progress       scheduled to be assessed

3 Below, briefly describe the level of engagement by your program staff and faculty with the outcomes assessment process (SLOAC, SSLOAC) since last year?

4 What program enhancements are you implementing as a result of the program level assessment process? Describe enhancements that do not require additional resources below:

summarize result:		plan/enhancement:	
summarize result:		plan/enhancement:	

**Department Summary**

IV. Attach 2008 Comprehensive Program Review Budget Data Form. Add a column of data that lists the amounts allocated for the 2010-11 academic year.

V. Resource requests include: staff, faculty, materials, "B" Budget, faculty refresh, Measure C equipment

A. Please submit up to three **faculty and/or staff** requests below in ranked order: (copy this section as needed)

<input type="checkbox"/>	Rank	<input checked="" type="checkbox"/>	Replace	<input type="checkbox"/>	Growth
Position:	Pediatric Nursing Faculty				
Department:	Nursing	Contact person	Judith Clavijo	extension	8397

1 Briefly state below how this person will enhance or maintain the status quo of your program plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or Program goals/plans below:

Statement: Pediatric Nursing is an integral part of Nursing and for students to meet the Board of Nursing graduating requirements. Pediatrics is an specialty that other faculty may not qualified for.

2 Highlight FTE, PT/FTE ratios, and WSCH that support your request below:

The requirements of the Board of Registered Nursing states a minimum of full time faculty/part-time faculty ratio in order to meet accreditation.

3 If applicable, discuss PLOAC assessment results that support the program need for this resource below:

If do not have a full time Pediatric instructor the program will not be able to meet PLO 1 indicator.

4 Please note: It is an expectation that all resources that are allocated 2 or more years prior to the next Comprehensive Program Review (2013-14) will be assessed relative to their contribution to the program, its course or program level outcomes and its program review criteria. In this light, briefly state some of the criteria you may use to assess the effect of this additional staff/faculty position to your program below:

See above

B. As applicable, list your requests for:

**Materials, "B" Budget, faculty refresh, Measure C equipment**

refer to: [http://www.deanza.edu/gov/techtaskforce/pdf/Measure%20C\\_Prioritization\\_Processes\\_ClgeCnclApproved6\\_10\\_10.pdf](http://www.deanza.edu/gov/techtaskforce/pdf/Measure%20C_Prioritization_Processes_ClgeCnclApproved6_10_10.pdf)

Please submit materials, "B" Budget, faculty refresh, Measure C equipment, requests below in ranked order: (copy this section as needed.) List 3 here, keep a prioritized list of all items on hand.

	Rank	<input checked="" type="checkbox"/> Replace	<input type="checkbox"/> Growth
Item Description:	Lab supplies: IV arms, IV catheters, IV solutions, gloves, alcohol swabs, pumps, injection pillows, etc.		
Cost Estimate:	\$7,500		
Contact person:	Judith Clavijo		extension 8397

1 Briefly state below how this resource will enhance or maintain the status quo of your program plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or Program goals/plans below:

Students use lab equipment all the time. They practice in the lab before going to perform skills in the clinical setting in real patients. Continuous use of this equipment deteriorates it and prevent students from improving their skills.

2 Highlight FTE, PT/FTE ratios and WSCH that support your request below:

If students do not get proficient in their skills, they are at risk of failing their clinical experience and therefore retention drops.

3 If applicable, discuss PLOAC outcome assessment results that support the program need for this resource below:

At the end of each quarter students must demonstrate competence in all the skills learned during that specific quarter plus the skills learned in prior quarters. By the time that students reach the final quarter in the program their skills competence level must be equivalent to a Registered Nurse working in a clinical setting. The student must demonstrate that not only s/he is able to meet the needs of those patients, but also to be able to prioritize and make decisions according to patients' clinical condition. The demonstration of this level of competence validates our PLOAC 2.

4 Please note: It is an expectation that all resource that are allocated 2 or more years prior to the next comprehensive program review, CPR, will be assessed relative to their contribution to the program, its course or program level outcomes and its program review criteria within the next CPR. In this light, briefly state some of the criteria you may use to assess the effect of this additional resource to your program below:

Criteria: We will replace lab supplies according to the ones that are most used and deteriorated.

**Dean's Summary**

**VI. Resource Requests include: staff, faculty, materials, "B" Budget, facility refresh, Measure C equipment**

A. Please submit up to three **faculty and/or staff** requests below in ranked order: (copy this section as needed)

	Rank	Replace	Growth
1			
Position:			
Department:			
Contact person:			
			extension
1	In addition to the Department's rationale and from a <u>dean's perspective</u> , briefly state how the addition of this employee will enhance or maintain the status quo of this program's plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or program goals/plans below:		
2	Address FTE, PT/FTE ratios, and WSCH that support your request below:		
3	In light of the department's statements about assessment results, describe any additional need or service to the College this person may bring to the Division below:		
4	It is an expectation that resource allocations (awarded 2 or more years prior to the next Comprehensive Program Review) will be assessed relative to their contributions to the program, its course or program level outcomes and its program review criteria. In this light, briefly state some of the criteria you, <u>as the Dean</u> , may use to assess the effect of this additional staff/faculty position to your program below:		
Criteria:			

B. As applicable, list your requests for:

**Materials, "B" Budget, faculty refresh, Measure C equipment**

refer to: [http://www.deanza.edu/gov/techtaskforce/pdf/Measure%20C\\_Prioritization\\_Processes\\_ClgeCnclApproved6\\_10\\_10.pdf](http://www.deanza.edu/gov/techtaskforce/pdf/Measure%20C_Prioritization_Processes_ClgeCnclApproved6_10_10.pdf)

Please submit materials, "B" Budget, faculty refresh, Measure C equipment, requests below in ranked order: (copy this section as needed.) List 3 here, keep a prioritized list of all items on hand.

	Rank	Replace	Growth
1			
Item Description:			
Cost Estimate:			
Contact person:			
			extension:
1	From a <u>Dean's perspective</u> , are there additional factors to add to the Department's rationale for this resource request? How will the addition of this resource enhance or maintain the status quo of this program's plan to improve student learning relative to the campus Mission, Institutional Core Competencies, or Program Goals? Use the following three sections below to state:		

Rational here: [Redacted]

2 Highlight FTE, PR/FTE ratios and WSCH that support the request below:

[Redacted]

3 If applicable, discuss PLOAC outcome assessment results that support the program need for this resource below:

[Redacted]

4 Please note: It is an expectation that all resource that are allocated (awarded 2 or more years prior to the next Comprehensive Program Review) will be assessed relative to their contributions to the program, its course or program level outcomes and its program review criteria. In this light, briefly state some of the criteria you, as a Dean, may use to assess the effect of this additional staff/faculty position to your program below:

[Redacted]