

2022 INSTRUCTIONAL ANNUAL PROGRAM PLANNING WORKSHEET

CURRENT YEAR: 2021-2022

PROGRAM: REGISTERED NURSING (NRAD)

CLUSTER: HEALTH, ATHLETICS, WORKFORCE, KINESIOLOGY

LAST YEAR CPPR COMPLETED: 2020-2021

NEXT SCHEDULED CPPR: 2023-2024

CURRENT DATE: 01/28/22

The Annual Program Planning Worksheet (APPW) is the process for:

- reviewing, analyzing and assessing programs on an annual basis
- documenting relevant program changes, trends, and plans for the upcoming year
- identifying program needs, if any, that will become part of the program's [resource plan](#)
- highlighting specific program accomplishments and updates since last year's APPW
- tracking progress on a Program Sustainability Plan if established previously

This APPW encompasses the following degrees and/or certificates:

1. **Nursing Registered Associate Degree**
2. **Pre-Nursing Associate Degree**
3. **Registered Nursing, 30-unit non-degree option**

GENERAL PROGRAM UPDATE

The **Nursing Registered Associate Degree Program** continues to own a strong local and state reputation and therefore attracts students to Cuesta for the required nursing curriculum courses, but also into the biology and English prerequisites and additionally required courses in sociology, psychology, math, and communications.

PROGRAM SUSTAINABILITY PLAN UPDATE

There was no Program Sustainability Plan established in our program's most recent Comprehensive Program Plan and Review.

Yes If yes, please complete the Program Sustainability Plan Progress Report below.

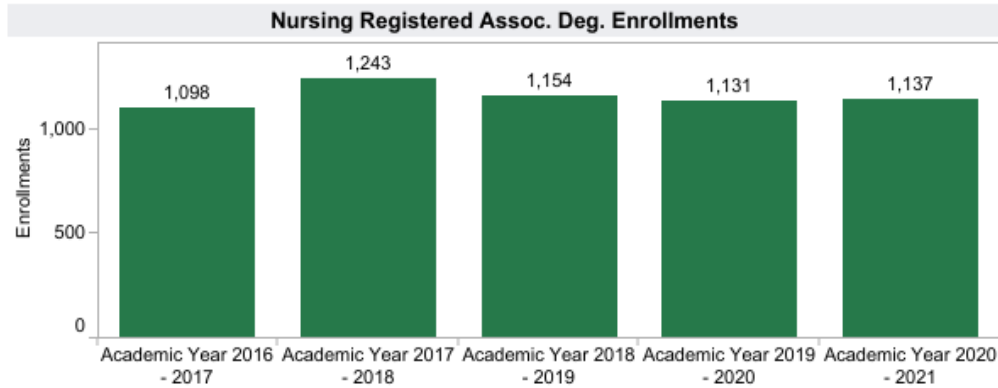
No If no, you do not need to complete a Progress Report.

DATA ANALYSIS AND PROGRAM-SPECIFIC MEASUREMENTS

[General Enrollment](#)

SLOCCCD Program Review Data - Enrollment

Department: Nursing Registered Assoc. Deg. Course: All Dual Enrollment: All Prison: All

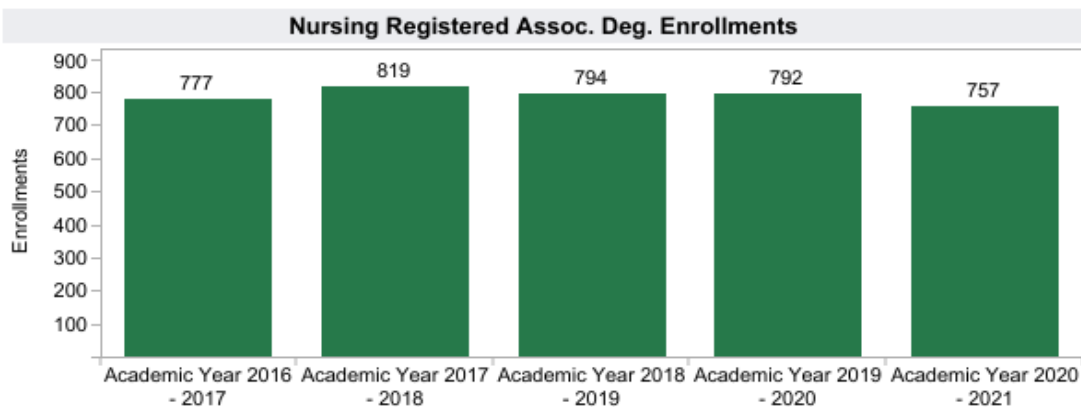


NRAD (Nursing Registered, Associate Degree) Both Required and Elective Course Enrollments

The above chart shows enrollments in all NRAD required and elective courses. These include elective medical terminology, nurse internship, and optional skills lab courses.

SLOCCCD Program Review Data - Enrollment

Department: Nursing Registered Assoc. Deg. Course: Multiple values Dual Enrollment: All Prison: All



NRAD (Nursing Registered, Associate Degree) Required Curriculum Only

The above chart shows enrollments in the seventeen required courses in the two-year, four

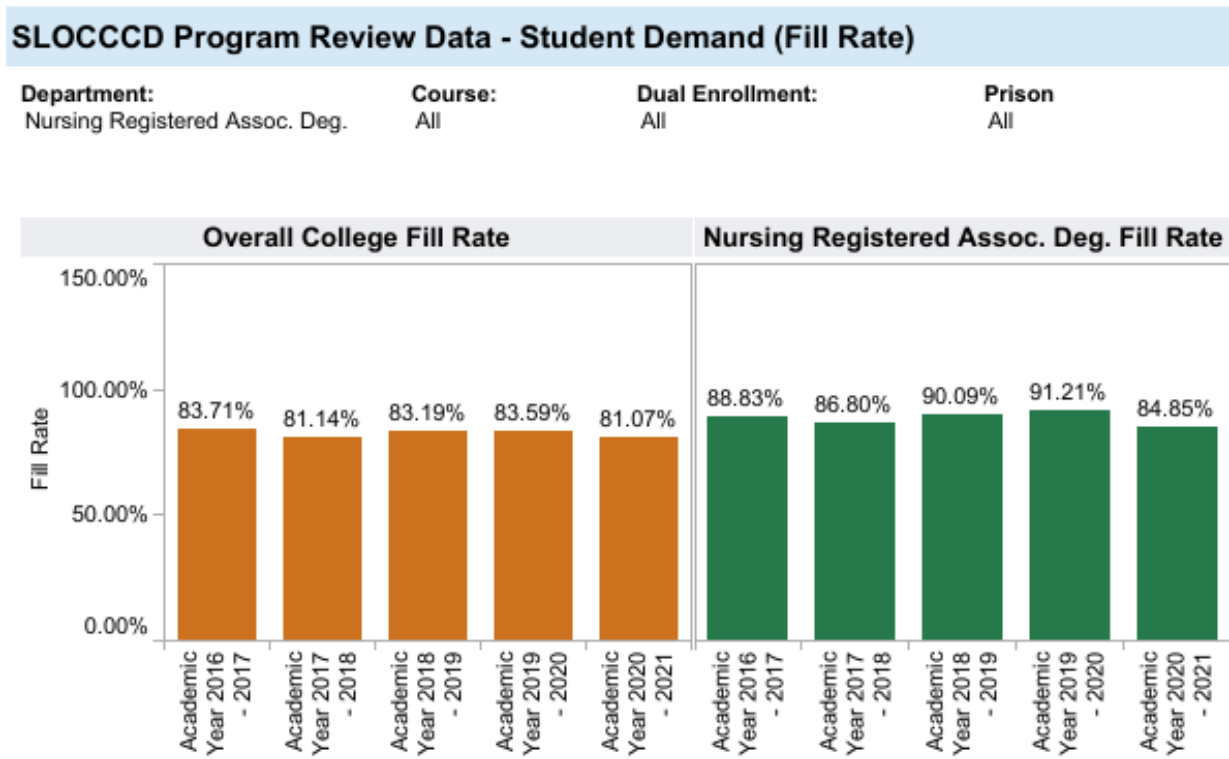
semester programs. The Registered Nursing program enrolls 46 students annually, for a capacity of 92 students each semester throughout the two-year program.

Pre-Nursing Associate Degree has been offered since Fall 2016, and has rapidly become one of the most popular and awarded degrees. The course list for this degree includes required pre-requisite, additional, and recommended courses to be an eligible applicant for the RN program.

- The numbers of students who declared Pre-Nursing as their major increased from 268 in 2016 to 784 in 2019.
- In 2020, Pre-nursing Associate Degrees were awarded to 108 students, and in 2021, this degree was awarded to 91.

Certificate of Achievement, Registered Nursing, non-degree 30 unit option has had no enrollments for the timeframe of this report. This pathway is earned by LVN’s entering into the 3rd semester of the program, but because the recipients do not earn a degree, transfer of the educational units is limited to a few schools who may accept them, and their RN license is not recognized in most states outside of California. Admission is limited to a space available basis.

[General Student Demand \(Fill Rate\)](#)

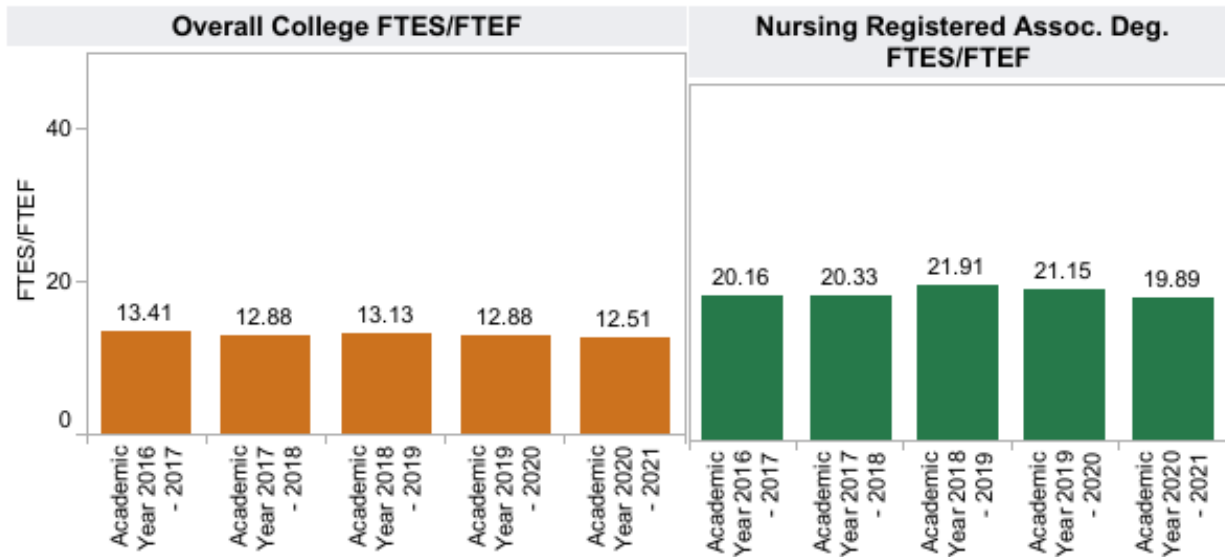


Associate Degree, Registered Nursing: Fill rates at the beginning of the program are consistently 100%, with a list of applicants being turned away every year for capacity reasons. The data in the chart above reflects fill rates to be between 82% and 91%. This is because the program admits 43 incoming generic RN students annually in August, reserving three slots for Advanced Placement LVN to RN students to be admitting through a formal application process into the 2nd, or spring, semester. With the addition of these LVN's, the 2nd through 4th semesters of the program are at capacity with 46 students. Dips in the fill rate are related to student attrition as they progress through the four semesters of the program that must be completed sequentially. To the extent possible, vacant seats are filled at the beginning of each semester with advanced placement LVN, returning leave-of-absence students, transfer students, or advanced-placement military students. To more accurately reflect the Registered Nursing (NRAD) fill rates in the future, the 1st semester cap will be adjusted through the college curriculum committee from 46 to 43 incoming generic students. Capacity in the 2nd, 3rd, and 4th semesters will remain unchanged at 46 students.

[General Efficiency \(FTES/FTEF\)](#)

SLOCCCD Program Review Data - Efficiency (FTES/FTEF)

Department: Nursing Registered Assoc. Deg. **Course:** Multiple values **Dual Enrollment:** All **Prison:** All



Required lectures courses: the above chart shows efficiency numbers from required lectures courses in the program. All of the lecture courses within the NRAD program are efficient with 1 faculty lecturing to 46 students.

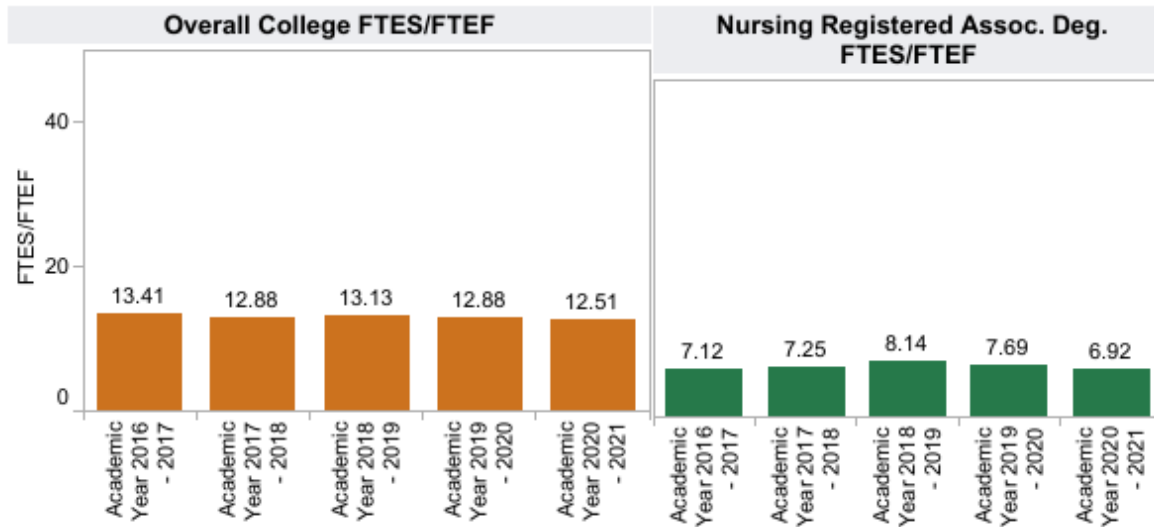
SLOCCCD Program Review Data - Efficiency (FTES/FTEF)

Department:
Nursing Registered Assoc. Deg.

Course:
All

Dual Enrollment:
All

Prison:
All



Required lectures, skills lab, and clinical courses: the above chart shows combined efficiency numbers from all required lectures, skills acquisition labs, and clinical (patient care) courses in the program. These efficiency numbers drop below overall college numbers because the skill lab and clinical courses require a faculty to student ratio that adequately supervises students and ensures safe patient care.

College Budget Support:

The Associate Degree, Registered Nursing program has been able to provide the following foundation and grant funding to compensate for these lower clinical and skills lab course efficiency numbers:

- The Nursing Division's Foundation funds the entire full-time Division Chair salary and stipend (\$100,000 plus).
- Clinical agencies donate one Clinical Assistant for each clinical group to support faculty and students during medication administration and peak skill times (\$45,000 plus).
- An annual nursing grant from the Chancellor's Office pays the salary and benefits for the Nursing Program Success Specialist salary, RN Licensure preparation program, portable nursing resource applications for students to use on their handheld device in the clinical setting, professional development for director and faculty. (\$125,000 grant).
- In the past year alone, community donors have contributed substantial funds to support RN students and the RN program (\$150,000 plus)

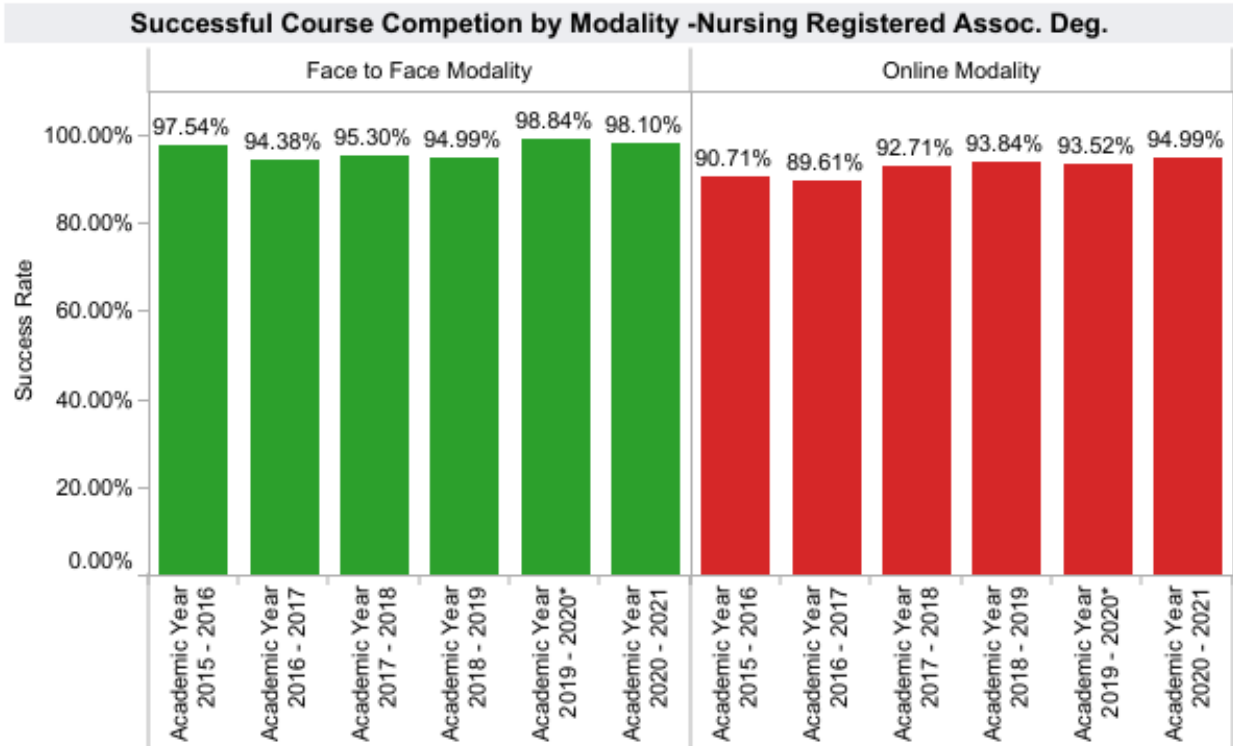
[Student Success—Course Completion by Modality](#)

SLOCCCD Program Review Data: Successful Course Completion

Select Department:
Nursing Registered Assoc. Deg.

Course:
All

Legend:
■ Face to Face Modality
■ Online Modality

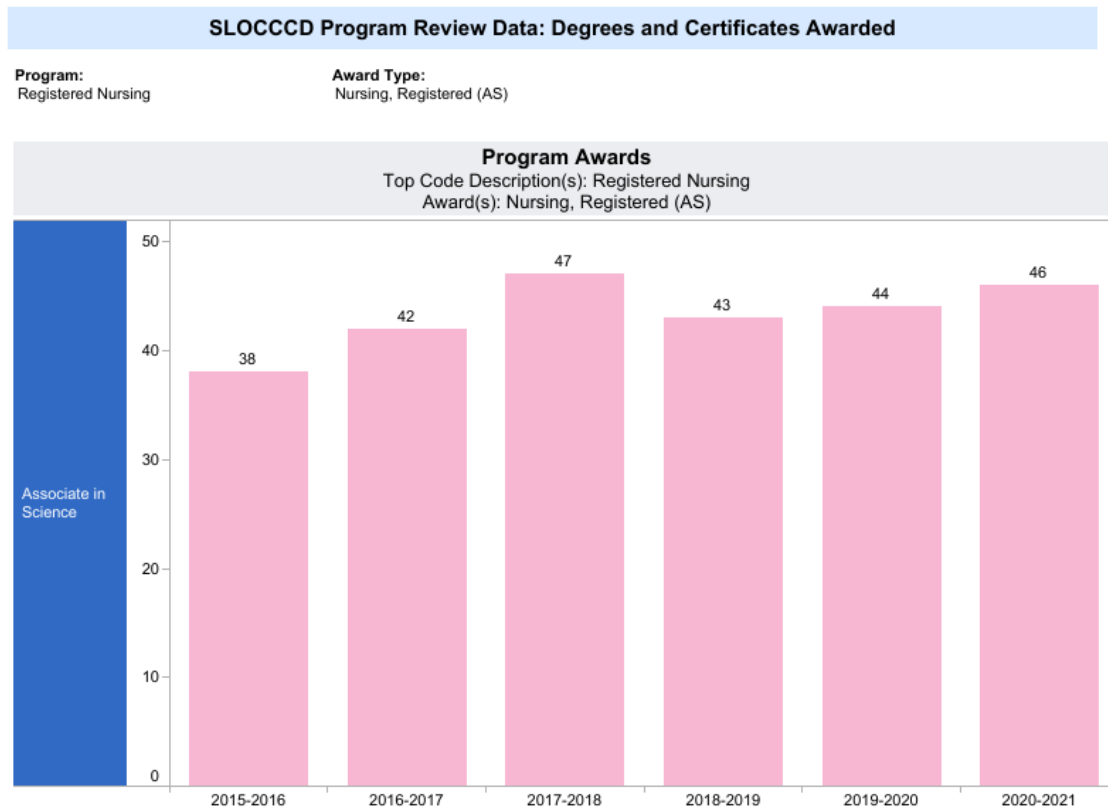


The table above represents the NRAD completion rates by face-to-face modality in green, and online modality in red. The NRAD program’s successful completion rate for face-to-face courses at 98.10%, and online modality 94.99% which remains consistently higher than the college for the academic year and exceeds the college’s overall successful completion rate which ranges from face-to-face 84.36 % and online modality from 78.55%.

Factors contributing to these successful completion rates include, but are not limited to, the selection process of our applicants, students’ strong desire to become nurses, strong and dedicated faculty, and an aggressive retention plan.

The program uses a multi-criteria selection process to admit students who are prepared to enter and be successful in the program. Since the implementation of this process, the number of students who dropped for academic or clinical failure has significantly decreased.

Degrees and Certificates Awarded



Nursing, Registered Associate Degree: The chart above shows the number of degrees earned in the NRAD (RN) program. This degree is earned by completing all required coursework in the RN program, Board of Registered Nursing required coursework and college Associate degree requirements.

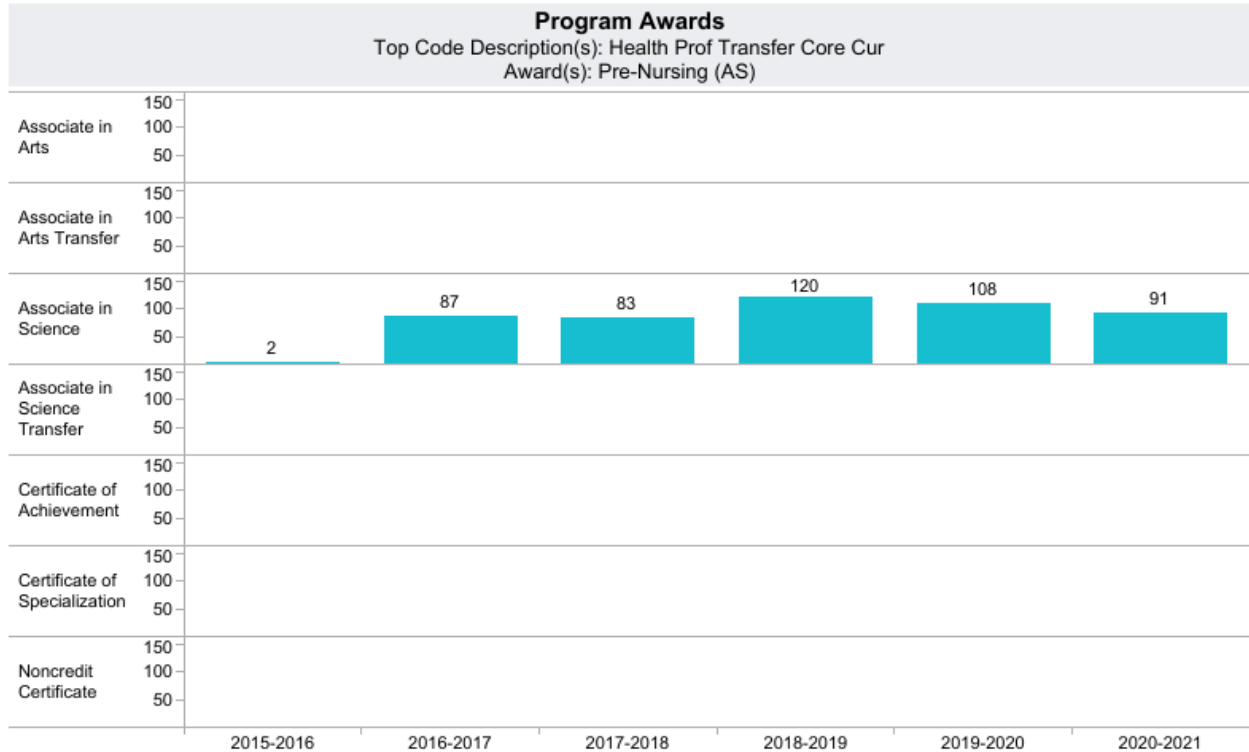
Advanced-Placement LVN to RN pathway: The Registered Nursing, Associate Degree can also be earned through the advanced placement LVN to RN pathway which utilizes a formal application process. Selected students are allowed to waive 1st semester RN coursework by crediting their LVN education and license. These students complete the 2nd, 3rd, and 4th semester of the RN program and are awarded the full Registered Nursing Associate Degree. Every year, 3 – 6 LVN's enter through this pathway. The Advanced Placement LVN to RN pathway has been very successful in retention, licensure pass rates, and prompt employment.

Military Personnel Policy: To date, no one has entered the program using the military placement policy that went into effect in 2018. Six applicants have expressed interest in the option, but they have either lost interest or not completed the challenge test requirement (final exam of the semester they choose to waive). Methods to recruit will be explored and implemented.

SLOCCCD Program Review Data: Degrees and Certificates Awarded

Program:
Health Prof Transfer Core Cur

Award Type:
All



Associate Degree, Pre-Nursing Awards: The above chart above shows the number of Pre-Nursing Associate degrees have been awarded since its inception in Fall 2016.

Certificate of Achievement, Registered Nursing non-degree 30-unit option has awarded no certificates for the timeframe of this report.

[General Student Success – Course Completion](#)

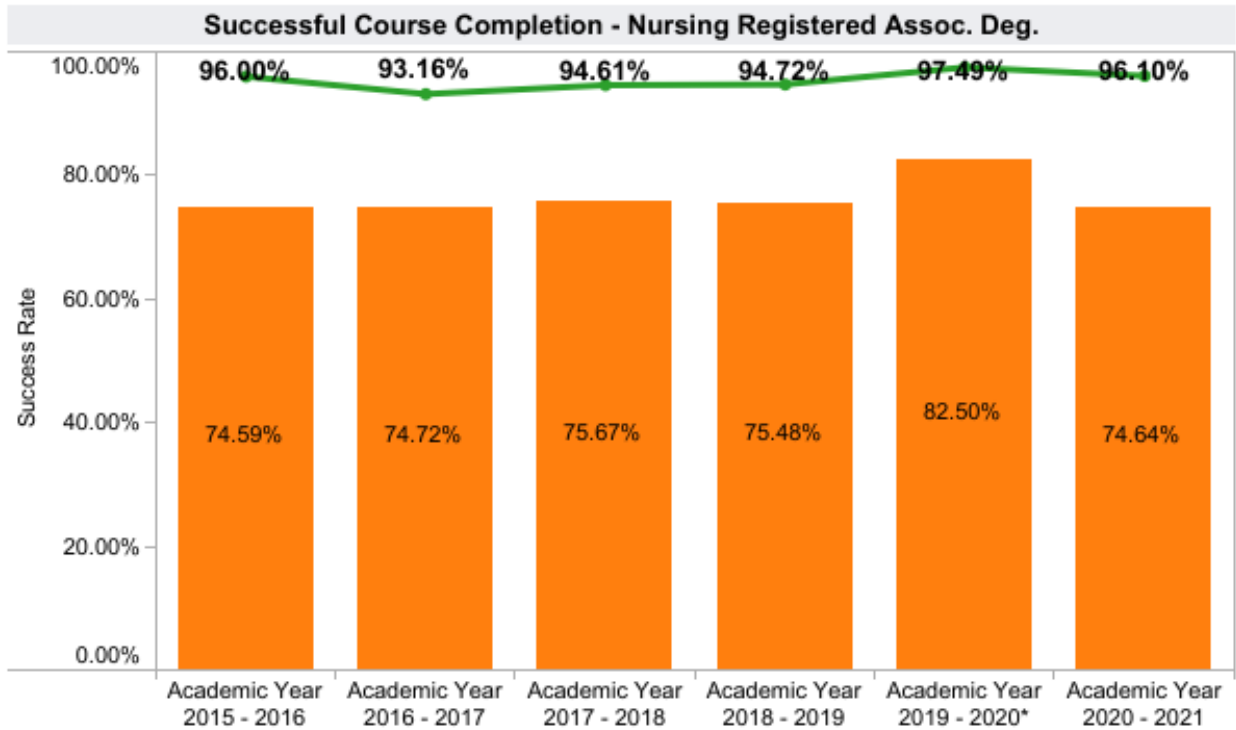
SLOCCCD Program Review Data: Successful Course Completion

Select Department:
Nursing Registered Assoc. Deg.

TERM
All

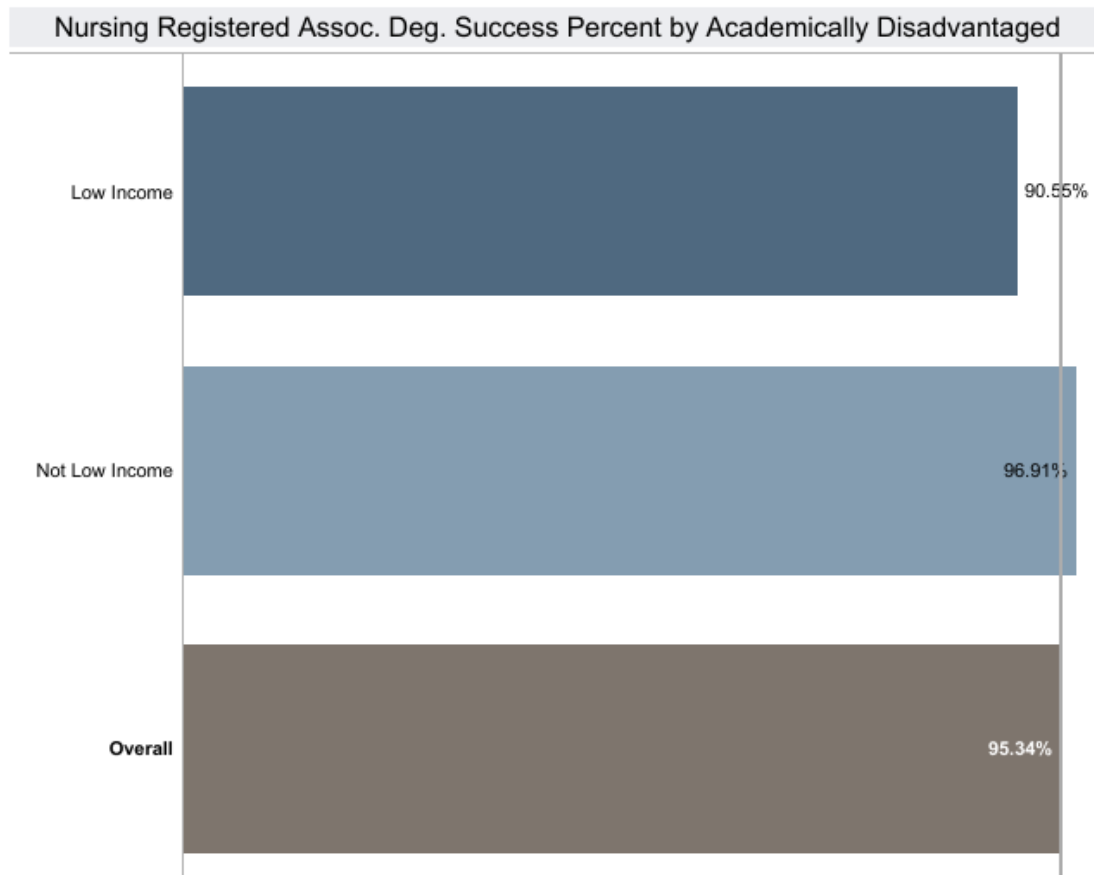
Measure Names
■ Department Success Rate
■ Overall College Success Rate

COURSE
All



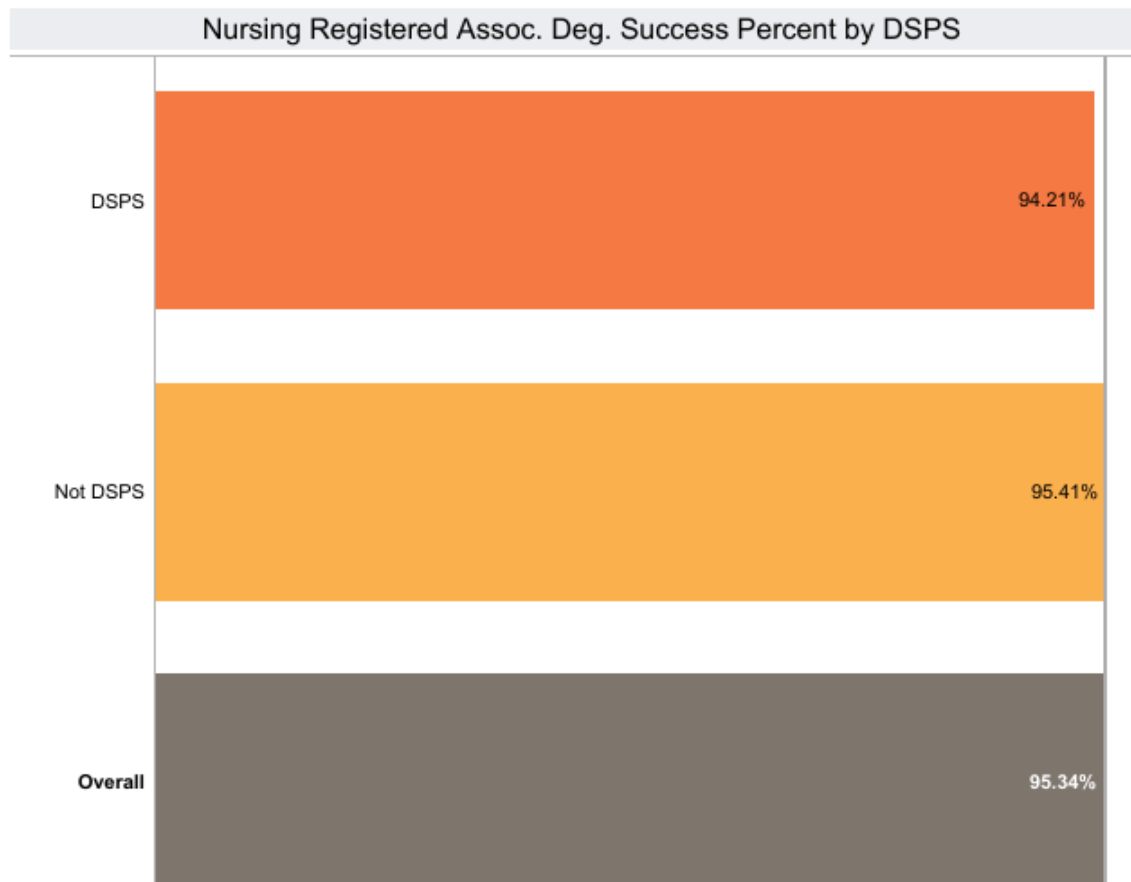
The above chart above shows successful completion rates for students in the Registered Nursing (NRAD) program to be above 96.10% for academic year 2020-2021, with all of the last five years exceeding the college’s overall completion rate.

[Disaggregated Student Success](#) **Academically Disadvantaged (income)**



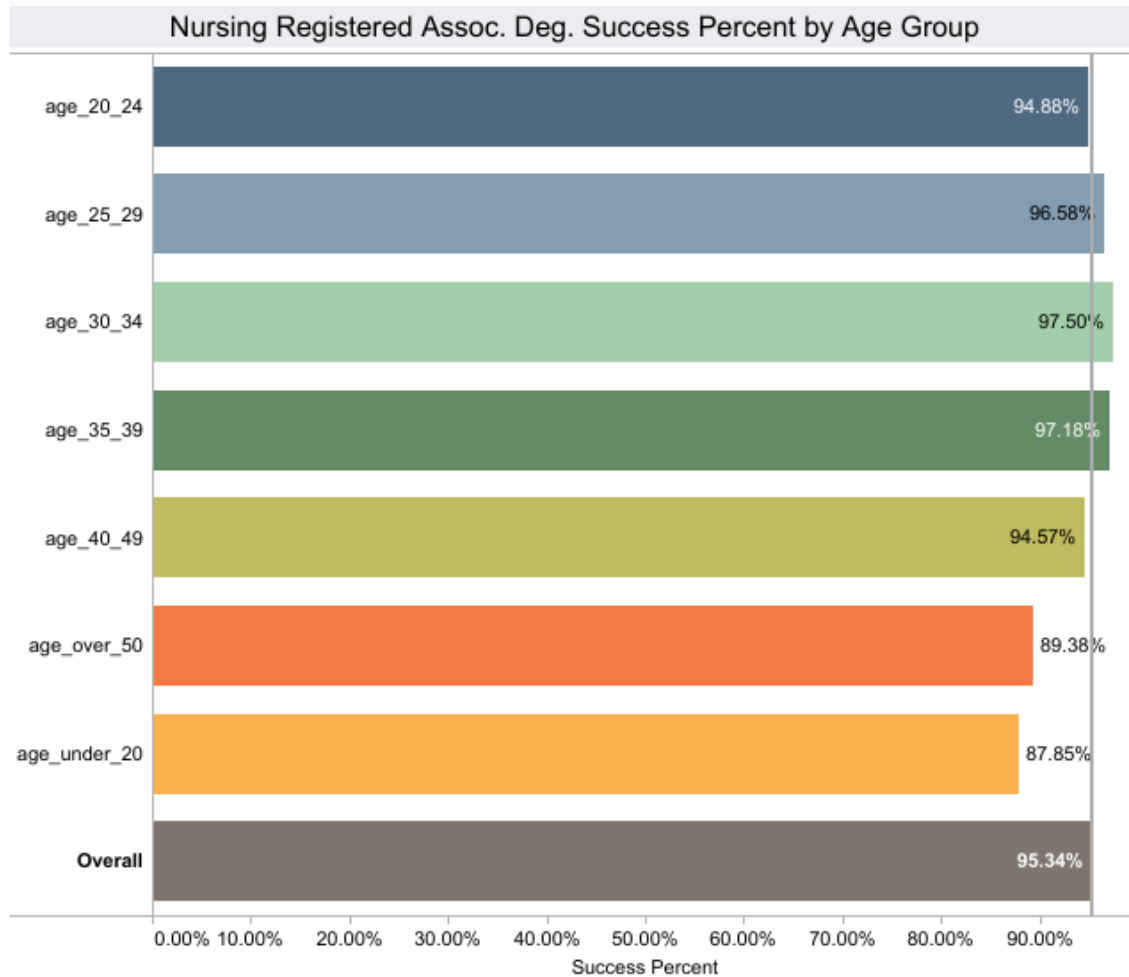
The above chart shows successful completion rates for students in the Registered Nursing (NRAD) program by the academically disadvantaged with low-income students above 90.55%.

Disaggregated Student Success **Academically Disadvantaged (DSPS)**



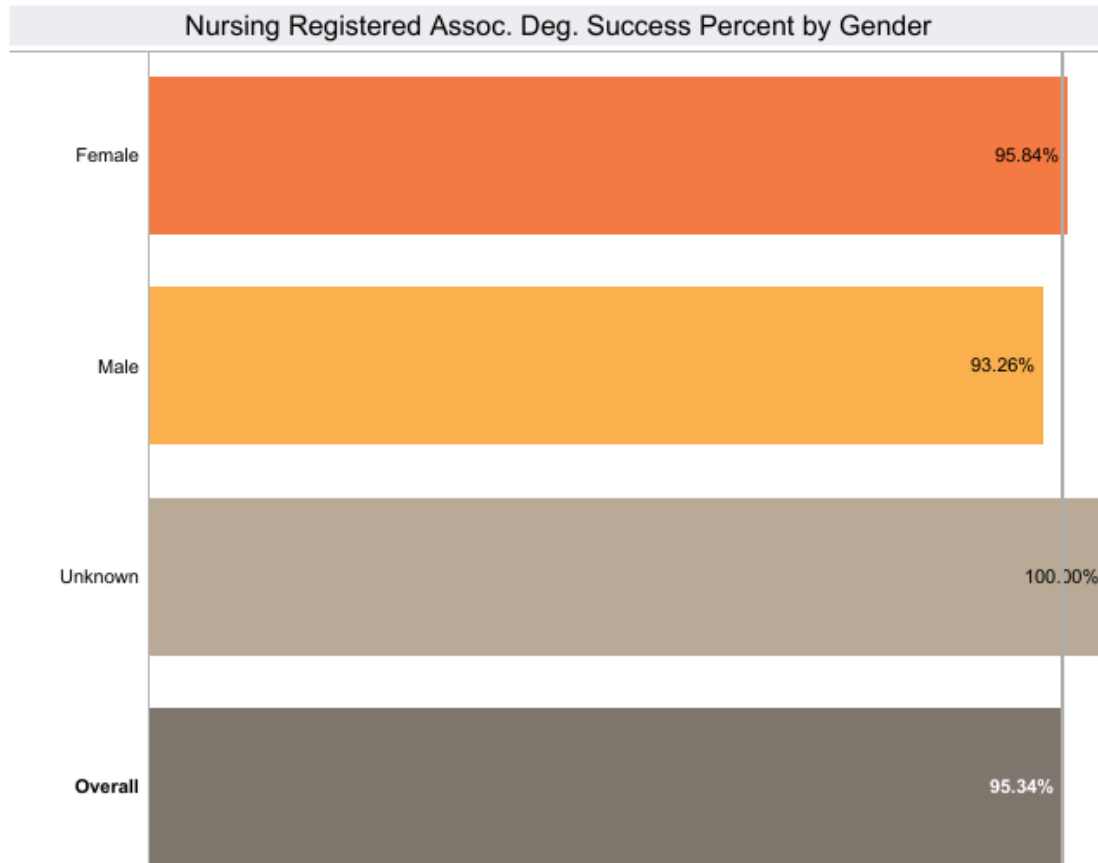
The above chart shows successful program completion rates for students in the Registered Nursing (NRAD) program by accommodation status (DSPS). DSPS student completion rate was 94.21%, while non-DSPS student completion rate was 95.41%.

[Disaggregated Student Success](#) **Academically Disadvantaged (Age)**



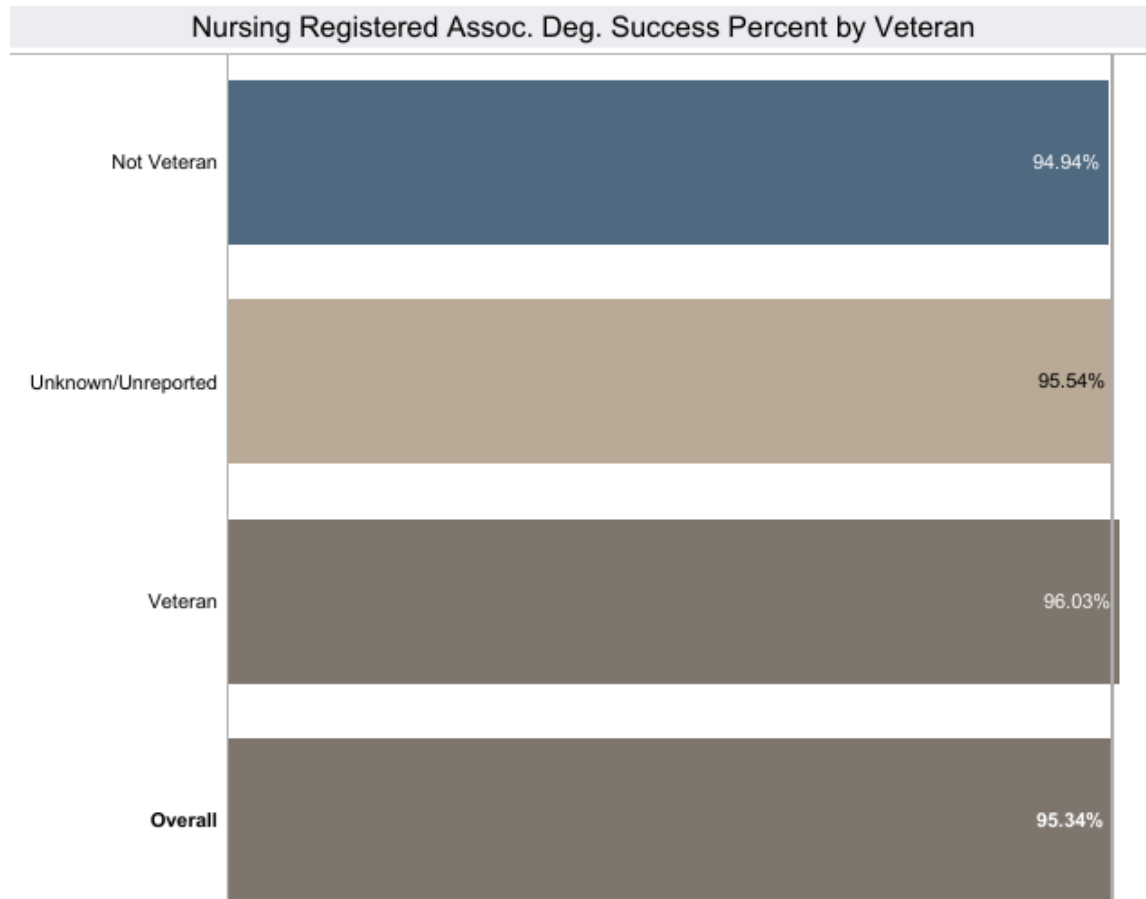
The above chart shows successful program completion rates for students in the Registered Nursing (NRAD) program by overall age groups at 95.34% with two age groups on below 90%, students under 20 at 87.85%, and students over 50 at 89.38%. Success strategies will be explored to help these age group increase success within the program.

[Disaggregated Student Success](#) **Academically Disadvantaged (Gender)**



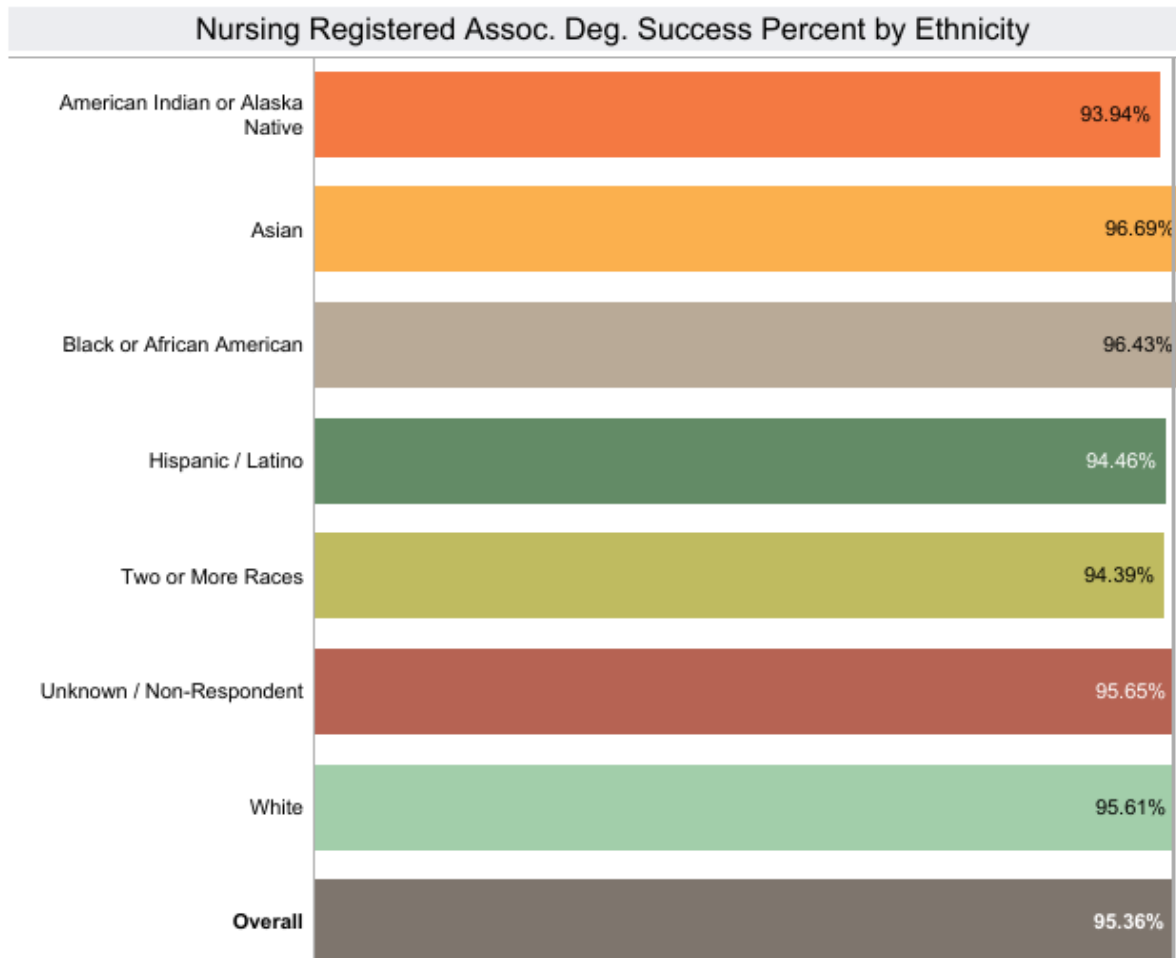
The above chart shows disaggregated Registered Nursing (NRAD) completion data by gender. Female students had a completion rate of 95.94% compared to male students at 93.26%.

[Disaggregated Student Success](#) **Academically Disadvantaged (Veteran)**



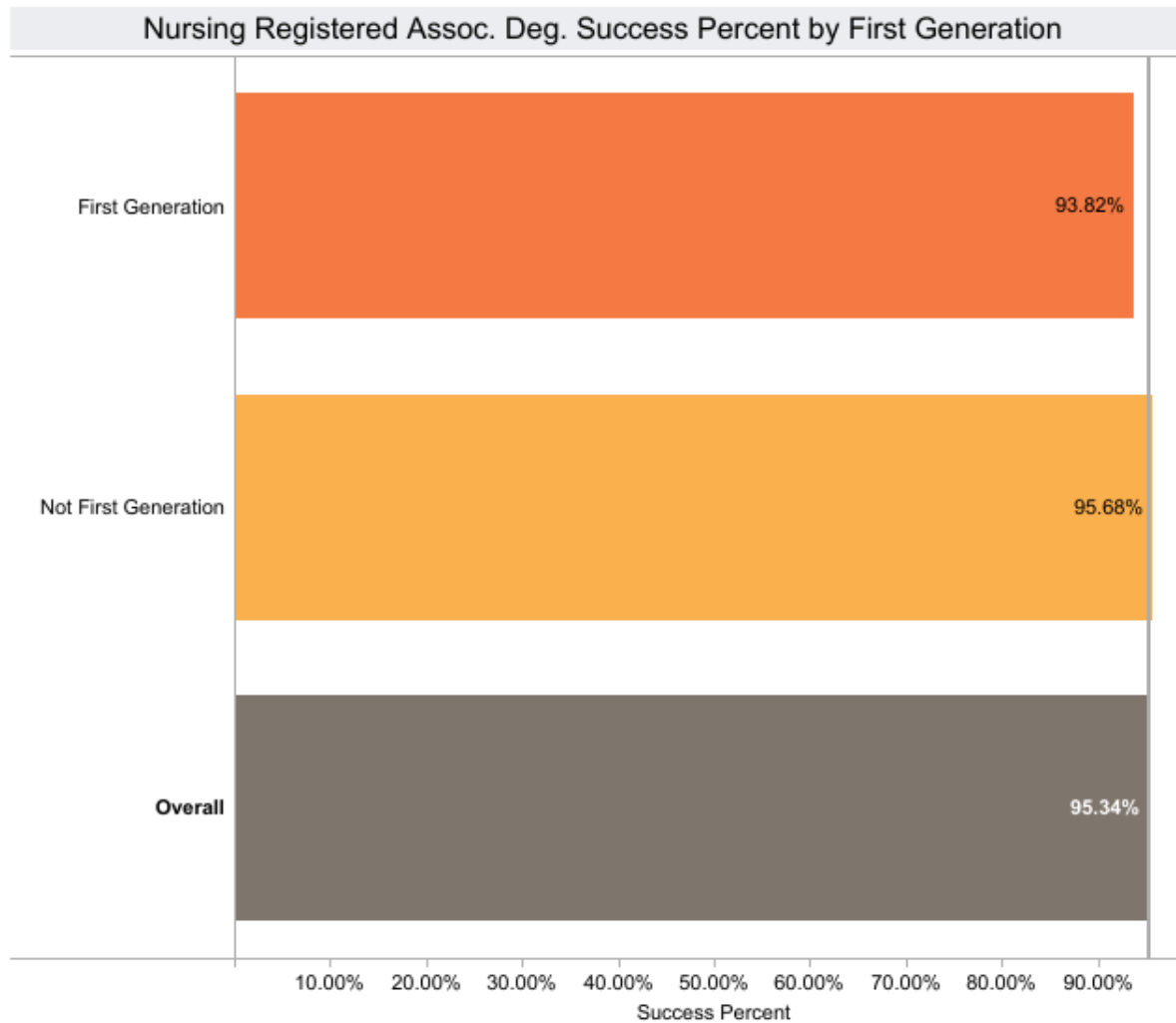
The above chart shows disaggregated Registered Nursing (NRAD) completion data for the Veteran. Veteran students had completion rate at 96.03%.

[Disaggregated Student Success](#) **Academically Disadvantaged (Ethnicity)**



The above chart shows disaggregated Registered Nursing (NRAD) completion data for the Ethnicity. All ethnicities had successful completion rates above 95.36%.

[Disaggregated Student Success](#) **Academically Disadvantaged (First Generation)**



The above chart shows disaggregated Registered Nursing (NRAD) completion data for the First Generation to Attend College. First generation successful completion rates were 93.82%, in comparison to Not First-Generation completions were at 95.68%.

OTHER RELEVANT PROGRAM DATA

ADN to BSN Collaborative Pathway / Options

A partnership with CSU-Monterey Bay allows our ADN students to obtain their BSN degree locally in San Luis Obispo, without travel out of the area. The program is offered through CSUMB's extended education program and allows students to complete their BSN 12 months after earning their ADN degree.

In addition, an ADN to BSN Education Fair is held each year for students to hear other pathways to earn their BSN. Information provided includes length, cost, travel, and program highlights. This Education Fair was held by zoom in 2021 and 2022 due to the pandemic.

Students are referred to nursing counselors for BSN transfer guidance. This is announced on our program website, program orientation, and in student meetings with the program director during the program.

RN Licensure 1st Test Pass Rates

Graduates of Cuesta's ADN program have maintained a 93.18% or higher 1st test pass rate on the NCLEX-RN exam over the past 10 years, including several recent graduating classes with a perfect 100% pass rate.

The average NCLEX pass rate for state of California is 90.9 overall with Associate Degree students at 91%, and the national average NCLEX 1st test pass rate for Associate Degree is 78.78%, with a total combine all RN rate of 82.48%.

NCLEX-RN Pass Rates - First Time CA Educated Exam Testers

The NCLEX-RN pass rates for the five annual periods (July 1 - June 30) listed in this section reflect results for CA educated nursing program graduates/completers of CA BRN-approved pre-licensure RN programs. Note: Annual rates include all first-time exam testers taking the exam in a given annual period, even first-time testers who did not take the exam immediately following program completion/graduation.

Following posting of annual rates on the BRN website each October, pass rate changes/corrections may occur. Please contact the individual nursing education program with any questions about a program's annual rates. Each BRN-approved nursing program's contact information is available on our [RN Programs](#) page.

School	2016/2017		2017/2018		2018/2019		2019/2020		2020/2021	
	# Taken	% Pass	# Taken	% Pass	# Taken	% Pass	# Taken	% Pass	# Taken	% Pass
Allan Hancock College	33	78.79%	39	97.44%	33	87.88%	33	78.79%	32	84.38%
American Career College	43	79.07%	67	74.63%	68	93.1%	68	82.65%	64	91.57%
American River College	101	98.02%	67	94.03%	80	100%	68	91.18%	67	92.54%
American University of Health Sciences	79	87.34%	66	94.54%	70	91.29%	48	79.17%	74	86.14%
Antelope Valley College	129	79.84%	104	91.35%	98	91.09%	107	94.38%	105	94.29%
Azusa Pacific University - BSN	346	86.42%	367	86.92%	390	83.08%	363	83.75%	469	80.38%
Bakersfield College	104	91.35%	127	96.43%	127	98.06%	98	95.63%	129	96.12%
Cuesta College	43	100%	32	100%	40	97.5%	37	97.3%	44	93.18%
Cypress College	87	94.25%	92	93.48%	89	91.01%	85	89.53%	86	85.23%
De Anza College	56	94.64%	47	95.74%	49	95.92%	43	95.35%	31	93.55%
Dominican University of California	81	92.59%	77	90.91%	98	85.71%	83	89.16%	118	84.75%
East Los Angeles College	98	73.47%	93	75.27%	75	74.67%	54	72.22%	54	64.81%
El Camino College	51	92.16%	71	91.55%	72	94.44%	61	91.8%	71	94.37%
El Camino College - Compton Education Center (Closed)	60	71.67%	64	82.81%	68	89.71%	40	95%	4	25%
Evergreen Valley College	65	93.85%	80	95%	75	96%	80	95%	82	90.24%

Best Ranked RN Programs

In rankings of 2020 best RN programs in California, including all ADN and BSN programs, Cuesta RN program percentage at 99.26, and ranked 2nd from Registered Nursing. Org. and 12th Nursing Schools Almanac and RN Careers.org who collected data on over 3,000 nursing schools and campuses throughout the California and the United States.

“This excellent Nursing program teaches new transfer students the therapeutic and interpersonal strategies and skills for their professional role.” (Registered Nursing.Org)

PROGRAM OUTCOMES ASSESSMENT CHECKLIST AND NARRATIVE

CHECKLIST:

- x SLO assessment cycle calendar is up to date.
- x All courses scheduled for assessment have been assessed in eLumen.
- Program Sustainability Plan progress report completed (if applicable).

NARRATIVE:

NONE.

PROGRAM PLANNING / FORECASTING FOR THE NEXT ACADEMIC YEAR

A. New or modified plans for achieving program-learning outcomes

Faculty continued to make necessary revisions to the curriculum due to the COVID-19 pandemic-induced shift to remote learning, and some positive aspects of this forced change will be reviewed and adapted into the program after the pandemic emergency stay at home order is over.

B. Anticipated changes in curriculum, scheduling or delivery modality

- Curriculum revisions and changes to the overall program units have been underway. We are modifying courses to ensure we have sequencing of content and address overlapping of lecture, lab and simulation.
- We have been successful in decreasing our program overall credits by 2. This was one of the goals we established at the start of our revisions. Planning is ongoing and there may be 1 – 3 additional credit reductions over the next year.

C. Other faculty goals for the upcoming years:

- The program will begin the process to obtain National accreditation (ACEN)
- Faculty will be encouraged and supported to earn their national Certified Nurse Educators certificate (CNE) through AACN.
- Consider simulation accreditation as it may become required in future years

D. Levels, delivery or types of services

- No changes planned.

E. Facilities changes

- Sufficient classrooms space is needed to allow both 1st and 2nd year RN students the ability to schedule lecture, special-topic clinical days and skills lab courses without competing for space

F. Staffing projections

- The nursing program director is retiring the end of this academic year and a replacement will be required for the ongoing implementation of the RN program, as well as LVN and CNA. At the time of this document, no replacement has been secured. A separate LVN and CNA program director housed on the NCC would allow increased and more effective to those programs.
- RN success specialist role has been vacant essentially 4 years and needs replacement
- Simulation coordinator
- Designate separate nursing division chair from allied health division chair to service all programs more effectively
- Faculty liaison and support staff for ADN to BSN program collaborative and potential other relationships

NOT APPLICABLE - PROGRAM SUSTAINABILITY PLAN PROGRESS REPORT