

Nursing Assistant Program

Section One: Mission and Goals

Mission of the department:

The CGCC Nursing Assistant Program transforms lives by instilling nursing assistant students with the necessary skills for succeeding in the health care job market and opening doors to future education.

Goals and objectives for the department for the next review cycle:

Goal: The CGCC Nursing Assistant Program will prepare students with the knowledge and skills needed to provide safe care to patients in long term and acute care settings.

Objective: The CGCC Nursing Assistant Program will be instrumental in assisting community health care facilities in satisfactorily meeting their nursing assistant workforce needs.

Nursing Assistant Program is offering these courses:

- 1) Nursing Assistant 1 (NA1) Course (NUR 90)
- 2) CNA2 Course (CEU 947J; non-credit). In-Active, effective spring 2015, due to required curriculum changes needing to be made and low enrollment in past courses. Plans to develop for Spring 2020 offering
- 3) Medication Aide Certification Course (CEU 946R; non-credit). In-Active, effective March 2018, due to required curriculum changes needing to be made and low enrollment in past courses. No plans to develop new offering at this time.

Section Two: Action on Previous Review's Recommendations

In December 2018, the Oregon State Board of Nursing (OSBN) conducted a site survey of the CGCC Nursing Assistant Program. The survey findings, as well as the Plan of Correction, which was developed in response to the OSBN's findings/recommendations, are attached.

Section Three: Assessment of Key Functions and Data Elements

Faculty:

The Nursing Assistant Program employs utilizes 3 Registered Nurses; all part time, one of whom functions as the program director; all have been approved by the Oregon State Board of Nursing (OSBN) and copies of those approval letters are on file. One FT Nursing faculty was also used for the Fall 2018 class to cover 16 hours of lab instruction.

All Nursing faculty hold unencumbered Oregon RN (or LPN) licenses; those who are clinical instructors also hold current AHA BLS for Healthcare Provider cards. Many of them work in local facilities and participate in ongoing training through that employer. All are encouraged to participate in continuing education activities and several have completed required OSBN and Headmaster trainings in order to be approved for their positions here. These activities provide CGCC with individuals who are current and up to date with regards to trends in Nursing Assistant education.

Curriculum:

The curriculum for NA1 (NUR 90) was newly revised for the fall 2018 class and included OSBN changes to rules and authorized duties. OSBN approval assures that our curriculum content aligns with professional and state standards in order that course/program graduates are qualified to sit for the state certification exam. Our program director keeps in close communication with agency partners to gain input on how the program can continue to meet their training needs.

Courses reviewed as per department schedule or within the last three years:

- 1) The NA1 course completed the CGCC Course Assessment process fall 2018.
- 2) The NA1 Course was reviewed most recently by the OSBN in fall 2018. A self-study was submitted and the OSBN conducted a site survey.
- 3) Syllabi for NA1 was updated fall term 2018.
- 4) NA Program policies need to be reviewed periodically and updated. This was an area for improvement identified by the OSBN review.

Enrollment:

Maximum student enrollment in courses is set by the OSBN. Currently, we can take up to 20 students in the NA1 course. The OSBN requires 1 lab instructor for up to 10 students; more than 10 students requires a second lab instructor. Recent enrollment in the NA1 course for fall 2018 was 10 students; in the previous academic year we had tried to offer the course but wound up canceling it (fall 2017, instructor backed out; winter and spring 2018, low enrollment). The need for nursing assistants remains strong in our local community as evidenced by ongoing notices in the local newspaper want ads. Since our last review, 3 local agencies are running their own courses and have stopped providing support and students for this course/program.

Budget Resources:

We historically had local agencies help with funding but, as mentioned above, this has gone away. Some of the students who took the fall NUR 90 course were supported by local Worksource funding. This class is not eligible for financial aid. Additional funding sources and resources are being explored. For fall 2019, Providence Hood River Memorial Hospital has offered to supply scholarships for some of the students; Steph Hoppe has been working on this on behalf of the CGCC Foundation. We also plan to approach Columbia Basin Care to ask if they will provide an in-kind instructor.

Section Four: Analysis of Assessment and New Recommendations

Based on analysis of the review:

- What new recommendations are being set by the department for the next review cycle?
 - 1) Continue to improve the course/program experience for the students, increase enrollment and improve student success.
 - 2) Our lead NA1 course instructor will do a course assessment of NUR 90 for fall term 2019. This will be her second time as lead on this course. In discussion with the department dean, she was given some ideas and tips on the course assessment process that will help her; for example, how to get student involvement in the process by completing course surveys.

- What benchmarks will be used for assessment of the recommendations and any new activities being implemented during the next review cycle?
 - 1) Use the results of the fall course assessment will be used to assess effectiveness and improve teaching strategies. Enrollment numbers will be tracked and other avenues to encourage enrollment will be explored. Student success will be tracked through OSBN exam results.
 - 2) Continued participation in OSBN's evaluations and surveys as well as their training opportunities. The next self-study and site survey is due fall 2020.
 - 3) Participate in Headmaster training and updates; the lead course faculty attended a training on March 23, 2019.
 - 4) The lead instructor has also been encouraged to access certification results on the OSBN website for course/program completers.

Respectfully submitted,

Cassie Hill, RN, CGCC Nursing Assistant Program Lead Instructor

Doris R. Jepson, MSN, RN, Dean of Nursing and Health Occupations

Attachments:

- OSBN report summary of findings for 2018 NA1 program review (full report on file)
- Site survey plan of corrections from 5.09.18 and 1.26.19
- OSBN letters of re-approval for NA1 program from 3.07.18 and 12.07.18
- Certified Medication Aide inactivation by OSBN

SUMMARY LISTING OF COMMENDATIONS:

To the administration of Columbia Gorge Community College for their support of the training program director and of this training program.
To Carol Fisher for her dedication to this program.

SUMMARY LISTING OF RECOMMENDATIONS:

Develop formal written policies as defined in OAR 851-061-0110(1)(c)(G) and document the review of those policies at least once every two years.
Make arrangements with the college administration for an established amount of time for administrative oversight of this program.
Review, update, and develop as needed written policies necessary for the operation of the program. Include a signature and the dates to indicate when the policy was initiated, reviewed, or revised on the formal written policy.
Explore options to optimize the clinical experience, e.g., dividing students into group A and group B with the clinical experience on different days or utilize different clinical sites.
Develop a plan to submit program data timely upon request.
Send the 2017-2018 Annual Department of Human Services Student Capacity Survey to the Board office by December 31, 2018.
Submit a self-evaluation of the program in December 2019.
Evaluate the effectiveness of the current teaching strategies used in lab and clinical and make the necessary changes to continue to increase the pass rate for first time candidates taking the Board-approved competency examination.
Utilize the Written and Skill Detail Reports to help diagnose weak areas in the content instruction.
Analyze the pass rate for each faculty member and each cohort.
Hold a review session for graduates a few days prior to the student's state certification exam test date.
Have faculty participate in the Headmaster Testing Workshops to be offered March 17-23, 2019 and other testing workshops offered.
Organize and update the program files.

In all cases, "not fully attained" standards were deemed sufficiently met to merit the recommendation for continuing approval. All recommendations and commendations are intended as advisory to the training program. The Columbia Gorge Community College Nursing Assistant Training Program continues to be approved, effective, December 7, 2018.

Evaluator- Debra K. Buck RN, MS

Signature Debra K Buck RN

Program Director- Carol Fisher, RN

Signature _____

