

2023 INSTRUCTIONAL ANNUAL PROGRAM PLANNING WORKSHEET

CLUSTER: Health and Wellness, Skilled Trades, and Technology

AREA OF STUDY: Health and Wellness

PROGRAM: Registered Nursing

CURRENT ACADEMIC YEAR: 2022-2023

LAST ACADEMIC YEAR CPPR COMPLETED: 2018-2019

CURRENT DATE: 3/6/2023

NARRATIVE: INSTRUCTIONAL CPPR

Please use the following narrative outline:

- I. Describe how this program review was conducted, including how all program members were involved in the planning process.

This program review was discussed in faculty meetings and in smaller groups to complete this review process. The full-time faculty worked using teams and collaborating in person to identify the information and complete this document. All team members have access to the document. Meetings and discussions among faculty were held to discuss and collaborate in the completion of the document. Faculty were assigned sections with oversight by the program director and division chair.

II. GENERAL PROGRAM INFORMATION

Program Mission

The program's mission is to educate nursing students to provide safe, ethical, high-quality, evidence-based, collaborative, patient-centered nursing care that incorporates clinical judgment and informatics at the entry-level in an increasingly complex healthcare environment.

Brief history of the program

Conception: The Associate Degree Nursing Program was approved by the California State Board of Registered Nurses in 1967. The 55th class will graduate in May 2023. The program was put into place to meet a significant community need by placing well-educated RN graduates into the local workforce. The program continues to meet this need. The majority of our graduates remain in the community and become seasoned nurses who work side by side with current nursing students. Since its inception, the Cuesta College RN Program has produced over 1,800 nurses.

Please highlight any changes and improvements since the last Comprehensive Program Review. Be sure to specifically indicate those changes that have been made in the program to address equity gaps.

Curriculum: RN faculty are working on a revision to the program curriculum that incorporates student feedback, program review outcomes, student learning outcomes, and state alignment to reduce overall units for the program to the 40 range. The program will implement a plan for faculty professional development to support delivery across the curricula for DEI.

Racial Diversity in Simulation and Affordable Online Access to MSN Pathway Nursing Curriculum will develop an action plan designed to reduce bias in simulated learning

environments and enhance racial diversification in nursing education. The project encompasses key components as follows; Manikins and simulation faculty who will immerse students into an environment reflective of diversity, and inclusion and support equitable outcomes. Nursing leadership professional development to support the implementation of Diversity, Equity, and Inclusion (DEI) by well-prepared educators in the delivery of DEI across the curriculum. This will prepare faculty to develop a DEI Committee for continuous and ongoing improvement of equity outcomes in the nursing department. Faculty development and education to provide instruction facing issues related to racial injustice and incorporate it across the curricula, and Increased and improved use of simulation with targeted learning objectives to eliminate racial discrimination in healthcare. Establish affordable 100% online access for Associate Degree in Nursing (ADN) students to Bachelors of Science in Nursing (BSN) pathway for concurrent enrollment program with options for an accelerated pathway to Master's Science Nursing (MSN) degree with a focus on targeted outreach and support care services designed to attract, recruit, and retain underrepresented minority students.

Full-time Faculty:

- Monica Millard – Division Chair
- Beth Johnson – Interim Director
- Richard Staley
- Michalyn Maddelein
- Darby Axelrod
- Genevieve Lidoff

Part-Time RN Faculty:

- Barbra Barba
- Hannah Smith
- Marta Herrera
- Michelle Torres
- Daphne Boatright
- Karen Sheppard
- Elijah Schoennauer
- Ann Miller
- Cynthia Allan
- Mary (Betsy) Miller
- Robyn Mattenson
- Stacy Tidd

- Linda Harris

Emergency Hires for Spring 2023:

- Tara Nolan
- Allison Brenner
- Allison Kief
- Melissa Penner

III. PROGRAM SUPPORT OF DISTRICT'S [MISSION STATEMENT](#), [INSTITUTIONAL GOALS](#), [INSTITUTIONAL OBJECTIVES](#), AND/OR [INSTITUTIONAL LEARNING OUTCOMES](#)

A. Identify how your program addresses or helps to achieve the [District's Mission Statement](#).

District's Mission:

Cuesta College is an inclusive institution that inspires a diverse student population to achieve their educational goals.

We effectively support students in their efforts to improve foundational skills, earn certificates or associate degrees, transfer to four-year institutions, and advance in the workforce.

Through innovative and challenging learning opportunities, Cuesta College enhances lives by promoting cultural, intellectual, personal, and professional growth. We prepare students to become engaged citizens in our increasingly complex communities and world.

The Associate Degree in Nursing program strives to obtain a diverse population of students that will be able to achieve their educational goals, complete the program and prepare them for entry-level nursing by using the following strategies:

- Informational Sessions offered each semester
- Allowing middle school and high school students to meet with nursing faculty to address their career-related questions and tour the nursing skills lab (i.e., Heartland Charter School, Los Osos Middle School, Pacific Beach High School)
- Participating in college events (examples: Promise Day, College for a Day)
- Grant-funding a Success Specialist to help students be successful once they have been accepted into the program. The Success Specialist meets with students who need assistance with test-taking techniques, studying strategies, and/or have financial needs. The program has an early-alert system in place for students to meet with the instructor and/or Success Specialist when not meeting the 75% benchmark in theory and clinical courses.
- The program currently has nine male students and employs two male faculty to promote diversity in the program and nursing field.
- The program integrates the content of diversity, advocacy, and lifespan issues in each semester as they learn about different patient populations.

The program has a Student Success and Retention Policy in which the student must maintain a 70% or better in all nursing coursework to pass each semester and progress in the program. The policy includes an aggressive program in which students are required to meet with the instructor and Success Specialist for any tests or quizzes in which the student achieved a score less than 75% or receives a Clinical Practice Plan due to clinical deficiencies. These policies promote on-time completion of the Associate Degree in Registered Nursing and foster students' abilities to pass the NCLEX licensure exam and obtain prompt employment as a nurse.

The program promotes students' intellectual, personal, and career goals by collaborating with CSU-Monterey Bay. This ADN-to-BSN pathway facilitates students' educational goals for pursuing advanced nursing degrees. The program also hosts the BSN Fair which allows other colleges to attend and provide students and community nurses to learn more about advanced degrees.

- B. Identify how your program addresses or helps to achieve the District's Institutional Goals and Objectives, and/or operational planning initiatives.

Institutional Objective 1: *Access – Increase student access to higher education*

Institutional Objective 1A: *Increase enrollment of low-income and underrepresented students through intentional program development and targeted outreach efforts*

- Informational sessions are held once per year to discuss expectations for the successful completion of the program. Information is posted on the nursing website and any prospective individual interested in learning more about the program or interested in applying is invited to the meeting. The meeting is held via Zoom to increase accessibility
- Prospective students are provided with a list of projected expenses for the program to help prepare them before accepting admission into the program.
- Scholarship information and application support are given to students before the program begins and during the program to foster student success
- The Success Specialist provides students with information about scholarships and financial aid every semester
- Donor funds are used to provide emergency loans to students who are at risk of dropping out of the program due to financial hardships.
- High-school students visit the program and meet with nursing faculty to promote interest in the program and healthcare fields (ie., Pacific Beach High School)
- LVN-to-RN pathway allowing LVNs to attend the program in the spring semester and achieve RN licensure

Institutional Goal 2: Completion - *Increase the number of students earning an Associate Degree including Associate Degrees for Transfer (ADT), credentials, certificates, or specific job-oriented skill sets*

- Incoming orientation hosted by the program director prepares students for the program
- Students are presented with financial expectations and resources to be successful in the program
- Students currently enrolled in the program provide incoming students with suggestions and tips on how to be successful

- Faculty–led clinical orientations are provided at the beginning of each semester to familiarize students with the facility, equipment, staff, and policies.
- Faculty provide high-quality instruction that reflects current industry standards to support and enhance student success and enter the health care workforce prepared. Some faculty currently work as staff RNs in local facilities further ensuring current standards are being met
- The program has an early-alert system in place for students to meet with the instructor and/or Success Specialist when not meeting the 75% benchmark in theory and clinical courses. Students receive notifications from theory and clinical instructors and are referred to the Success Specialist. The Success Specialist offers test-taking techniques, and studying strategies, and offers financial resource information for students who have financial needs. The Success Specialist also serves as an advisor/counselor and is available to students to discuss any concerns/issues that may be impacting their ability to focus and do well in the program
- Upon completion of the four-semester program, students obtain an Associate in Science Degree

Institutional Goal 5: Workforce - *Increase the proportion of exiting students who report being employed in their field of study*

Institutional Objective 5A: Increase median annual earnings of all students

Institutional Objective 5B: Increase the proportion of all students who attained the living wage

Institutional Objective 5C: Increase the proportion of all students with a job closely related to their field of study

- The nursing program has been awarded a \$125,000 grant annually, for the past ten years, from the COOO that funds a success specialist and an RN licensure exam preparation program
- Upon completion of the program, students are eligible for the licensure exam and obtain employment upon passing the exam. The program’s annual passing rates for first-time exam testers demonstrate a passing rate greater than 93.18% since 2017/18 (2017-18 – 100%, 2018/19 – 97.5%, 2019/20 – 97.3%, 2020/21 - 93.18%, 2021/22 – 97.56%). New nursing graduate students have been successful in finding employment in local hospitals and completing the program with entry-level nursing skill sets to safely care for patients in a variety of healthcare settings.

Institutional Goal 6: Facilities and Technology - *Integrate and improve facilities and technology to support student learning and the innovations needed to serve its diverse communities.*

Institutional Objective 6A: Align facilities and technology with the district’s Facilities Master Plan and the district’s Technology Plan

- Two medium-fidelity manikins were purchased with Strong Workforce Funds (SWF). The manikins are of different ages, skin, and ethnicity to provide a more diverse representation of the patient population throughout the lifespan. The manikins have controlling devices that allow instructors to adjust heart sounds, breath sounds, and cardiac rhythms. The manikins’ built-in technology allows them to be paired with case scenarios so that instructors can use them beyond learning system assessments.
- SWF was also used to purchase three new patient care beds to replace beds that were no longer functional or safe to use.

- Two large, rolling whiteboards were purchased using lottery funding to expand whiteboard space during lectures
- Catheter/injection cubes were purchased for every nursing student using donor funds to promote skills learning. The cubes provide students the opportunity to practice skills in the lab and at home.
- Many learning resources are paid for by the program via grants and donations including the Kaplan testing seminar, Kaplan books, and lab models for practicing skills. Donor funds are used to purchase Skyscape which offers various clinical resources students download to handheld devices and use in clinical during patient care

Institutional Goal 7: Fiscal - Build a sustainable and stable fiscal base

Institutional Objective 7A: Build a sustainable base of enrollment by effectively responding to the needs of the district as identified in the SLOCCCD Comprehensive Master Plan 2016-2026: Educational Master Plan

Institutional Objective 7B: Identify and develop sources of revenue beyond annual state allocations to support institutional effectiveness

Institutional Objective 7C: Identify and implement strategies to maintain support for institutional effectiveness while addressing challenges related to the state's funding formula and the rising costs of employee retirement obligations

- Due to the risk of patient harm in patient care settings, clinical courses have smaller ratios to ensure student and patient safety. Theory courses have an efficient faculty-to-student ratio with one instructor teaching a class of 46 students.
- The full-time Division Chair's salary and stipend are paid for by the nursing foundation
- The full-time Nursing and Allied Health Division Clinical Coordinator's salary and benefits are paid by the nursing foundation
- Grant funding pays for the salary and benefits of the full-time nursing Success Specialist
- Local hospitals donate a clinical assistant for each clinical group to support nursing faculty members.
- Local hospitals donate equipment and supplies

C. Identify how your program helps students achieve [Institutional Learning Outcomes](#).

ILO 1. Personal, Academic, and Professional Development

- Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development*
- Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being*
- Demonstrate the professional skills necessary for successful employment*

Students are taught the importance of choosing a lifestyle that promotes personal health and mental well-being through the nursing program's Caring Philosophy and Framework.

Students are taught to demonstrate the professional skills necessary for successful employment as an entry-level nurse in a variety of healthcare settings during weekly

lectures, skills lab practice and clinical patient care practicum throughout the four semesters of the nursing program.

Inpatient care settings, students are required to take breaks including a lunch break. Students are expected to practice self-care and learn time management skills.

ILO 2. Critical Thinking and Communication

- a. Analyze and evaluate their thinking processes and those of others*
- b. Communicate and interpret complex information in a clear, ethical, and logical manner*

Students are taught to critically think through patient care scenarios in the skill lab and simulation lab. Debriefings occur in small, confidential group settings to allow reflection and learning.

Students perform patient care weekly in the clinical setting. Patient care expectations progress from simple to complex throughout the four semesters.

Students conduct patient research before attending clinical and submit clinical forms for faculty review. Students address faculty questions related to patient care skills, decisions, and clinical judgment. Completion of clinical packets ensures students are adequately prepared to implement care that incorporates physical and emotional patient assessment, medical orders, and lab and diagnostic test results.

Students are taught the ethical and legal elements of patient confidentiality.

ILO 3. Scientific and Environmental Understanding

- a. Draw conclusions based on the scientific method, computations, or experimental and observational evidence*
- b. Construct and analyze statements in a formal symbolic system*
- c. Analyze the relationship between people's actions and the physical world*
- d. Make decisions regarding environmental issues based on scientific evidence and reasoning*

Students are required to learn medication computation to ensure safe dosing for adult, geriatric, and pediatric patients. Students are taught to use evidence-based research throughout the nursing program to meet the complex needs of patients.

The importance of lifelong learning is emphasized to keep pace with an ever-changing healthcare world.

The nursing process is the scientific method that forms the foundation of nursing practice and is at the core of our curriculum.

ILO 4. Social, Historical, and Global Knowledge and Engagement

- a. *Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world*
- b. *Demonstrate an understanding of world traditions and the interrelationship between diverse groups and cultures*

Students engage in patient care scenarios that involve patients throughout their lifespan and of a multitude of cultural backgrounds.

ILO 5. Artistic and Cultural Knowledge and Engagement

- a. *Identify, create, or critique key elements of inspirational art forms*
- b. *Demonstrate knowledge of and sensitivity to diverse groups and cultures by studying the world's languages, societies, and histories*

Students receive content on a variety of patient populations related to conditions, diseases, and pharmacological therapies across the lifespan.

Students study the history and development of the nursing profession throughout multiple periods, cultures, and societies.

ILO 6. Technical and Informational Fluency

- a. *Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically*
- b. *Produce and share electronic documents, images, and projects using modern software and technology*

Information is an overriding concept in the curriculum as students use computer and internet resources to perform classroom assignments and research patient care.

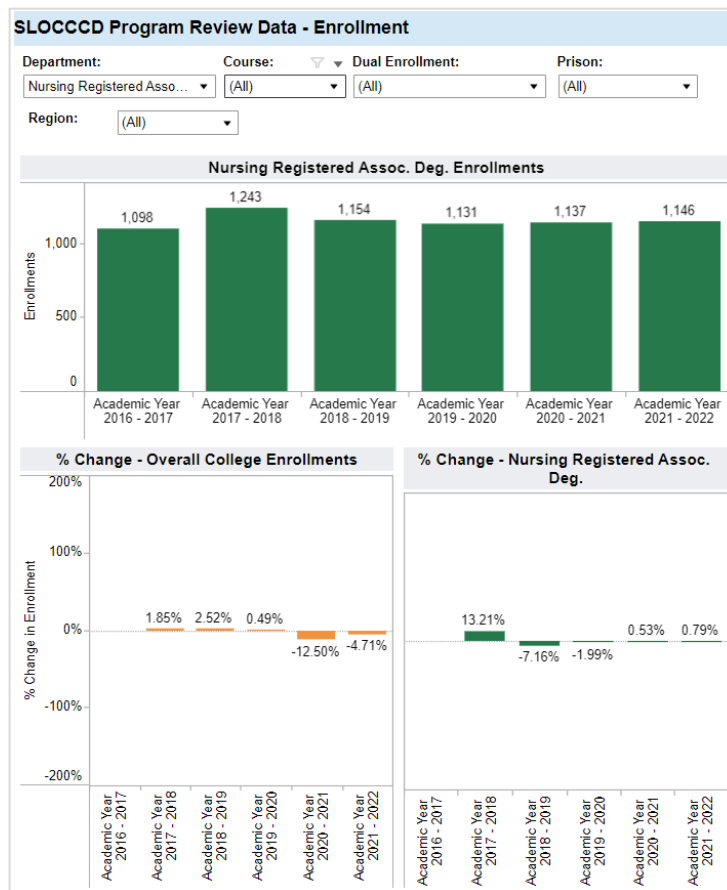
Students learn to use the electronic health record system used in local hospitals and achieve competency after the program.

Confidentiality of patient personal information is taught throughout the program and required to remain in the program.

IV. PROGRAM DATA ANALYSIS AND PROGRAM-SPECIFIC MEASUREMENTS

(Where applicable the success metrics are aligned with the Student Success Metrics/SCFF).

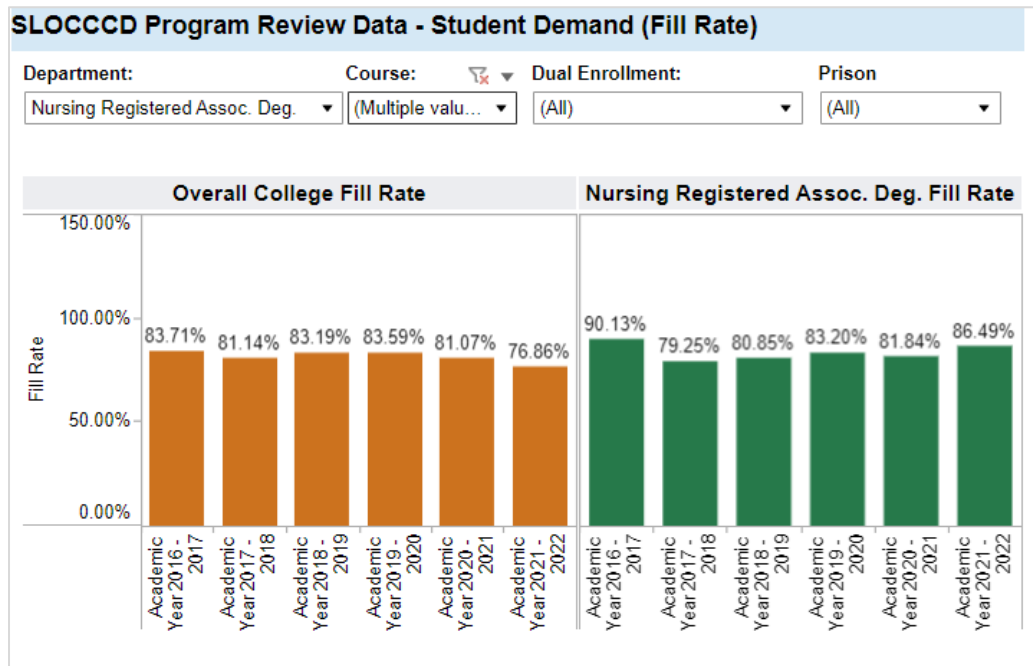
A. General [Enrollment](#) (Insert Aggregated Data Chart)



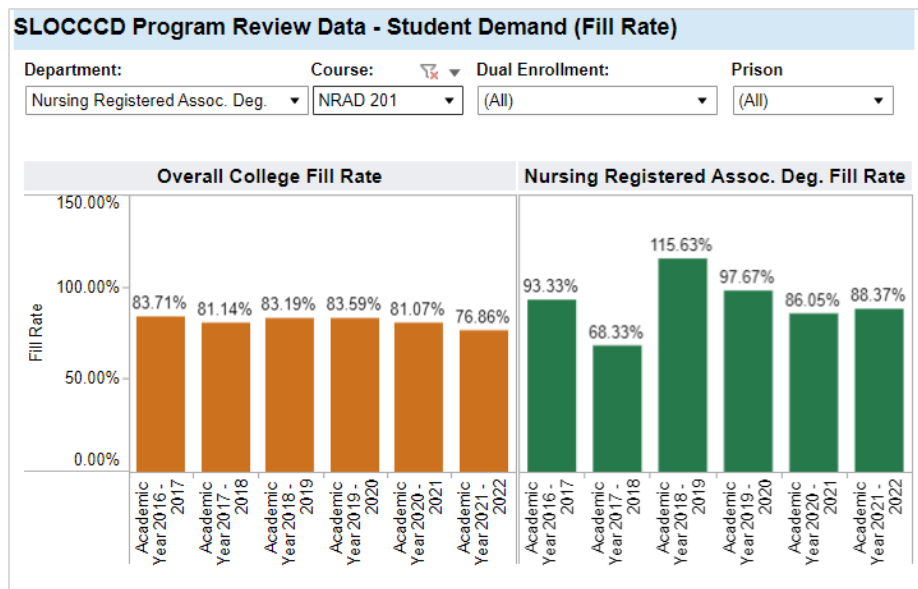
The number of enrollments reflects the number of nursing students enrolled in the program including the NRAD 222 pre-requisite course, and two elective nursing courses (NRAD 219A & 219B). It is unclear if this number also reflects the number of pre-nursing students enrolled in pre-requisite courses since Pre-Nursing data is not available via Tableau. Students applying to the program apply through a multi-criteria screening process. The two-year program starts once a year in the fall and enrolls 46 students per year. The number of the qualified application pool increases yearly and many eligible applicants are turned away each year. The applicant pool has remained steady despite a decrease in enrollment among California associate degree programs partly due to the COVID-19 pandemic. The following demonstrates the number of students who have declared in the Pre-Nursing major: 2019/20 – 1084; 2020/21- 1137; 2021/22 – 1065; 2022/23 – 892.

([Forecasts of the RN Workforce in California, 2022](#)).

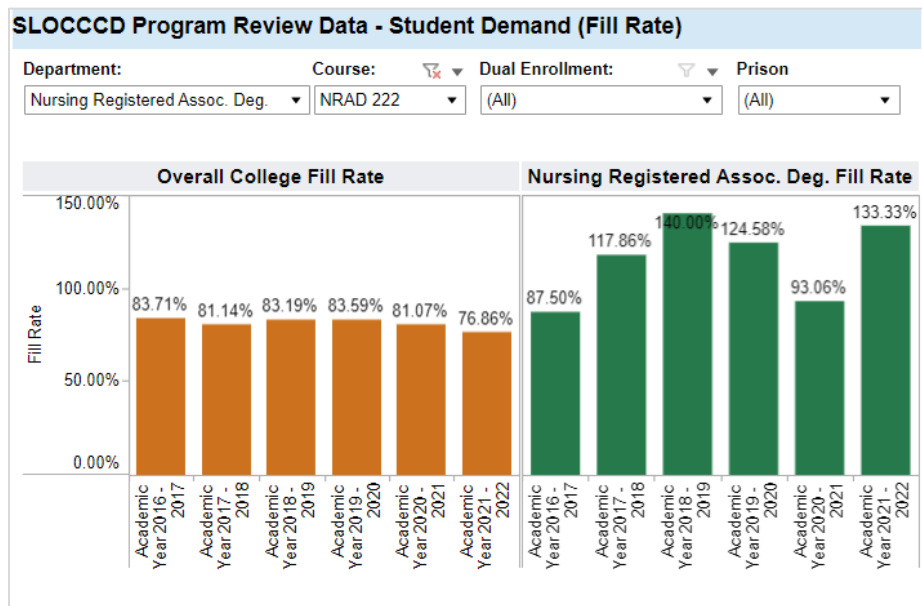
B. [General Student Demand \(Fill Rate\)](#)



The program has a 100% fill rate at the start of each fall semester. The program turns away over 200 or more applicants annually per admission cycle. The data reflects our fill rates to be 86.49%. In August, the program admits 43 students and admits three LVN to RN advanced placement students in the spring semester to achieve the 46 enrollment capacity. Further discussions are currently ongoing to increase capacity to 50. However, any other variance in fill rate related to student drops in the fall semester is backfilled with LVN to RN advanced placement students in the spring. Any student who drops from the program during the spring semester is not filled due to hospital onboarding requirements and the amount of clinical content covered during the first week of school. Attrition at the end of each semester (academic or personal issues) will decrease fill rates for the subsequent semester.

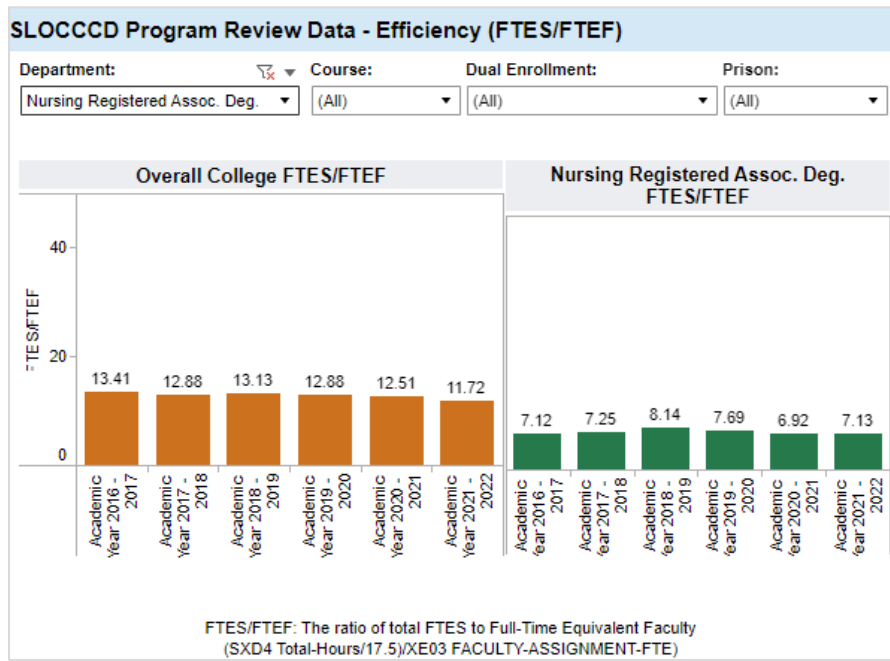


NRAD 201 is a distance education course offered for the last time in the Fall of 2022. The course will not be offered in Fall 2023 however the content has been added to the fall semester program courses. A fall in enrollment was reported in the Fall of 2017 and was lowest in Fall 2020-21 academic year. Although the course demonstrated a 95.9% enrollment in the 2021-22 academic year, this course was both an elective and program-required course.



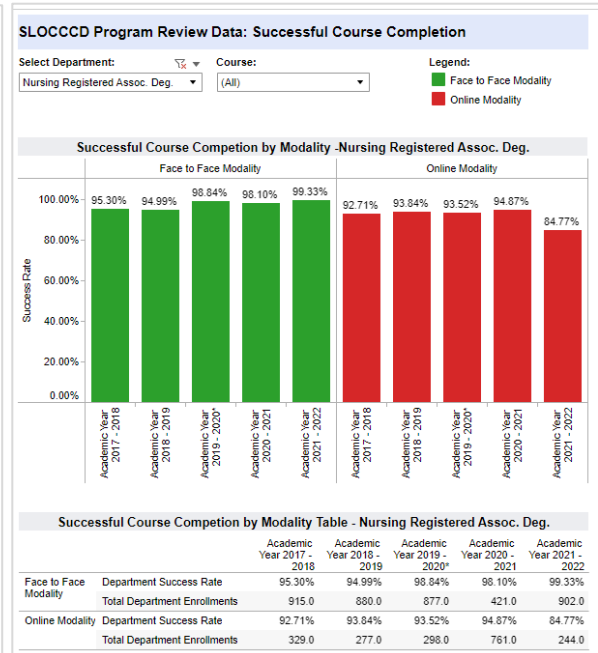
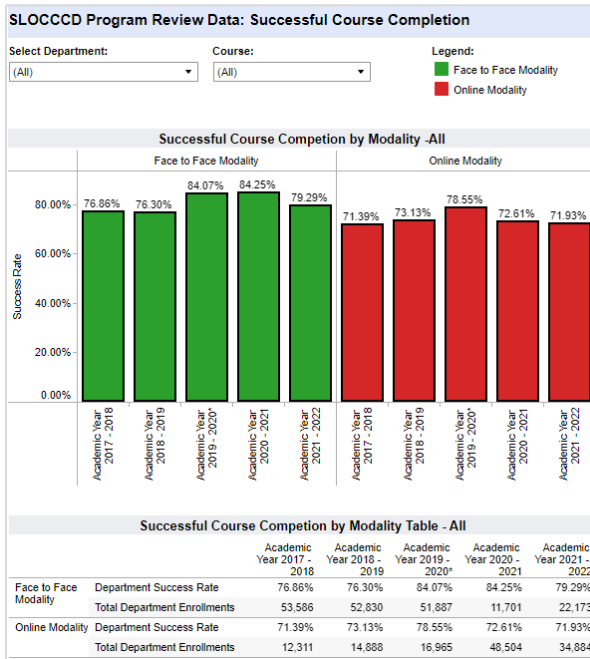
NRAD 222 Medical Terminology, a stand-alone distance education course, continues to have above a 100% fill rate since 2017-18. The course is a pre-requisite or advisory for many of the Nursing and Allied Health programs and has been a desirable course for many students pursuing a health-related degree.

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



The RN program has both lecture and clinical courses that affect efficiency. The table above reflects combined efficiency numbers for both lecture and clinical courses. The efficiency of the clinical patient care courses is lower concerning the college to ensure adequate supervision of students in patient care areas and ensure patient safety. To the extent possible, courses are taught with faculty to efficient student ratios. Theory courses are taught by 1 instructor to 46 with a plan for 50 students entering the program in the Spring of 2025 and graduating that May of 2025. Clinical courses are necessarily reduced to a small faculty-to-student ratio to provide adequate supervision for safe patient care. The nursing foundation pays for the full-time division chair’s salary and stipend.

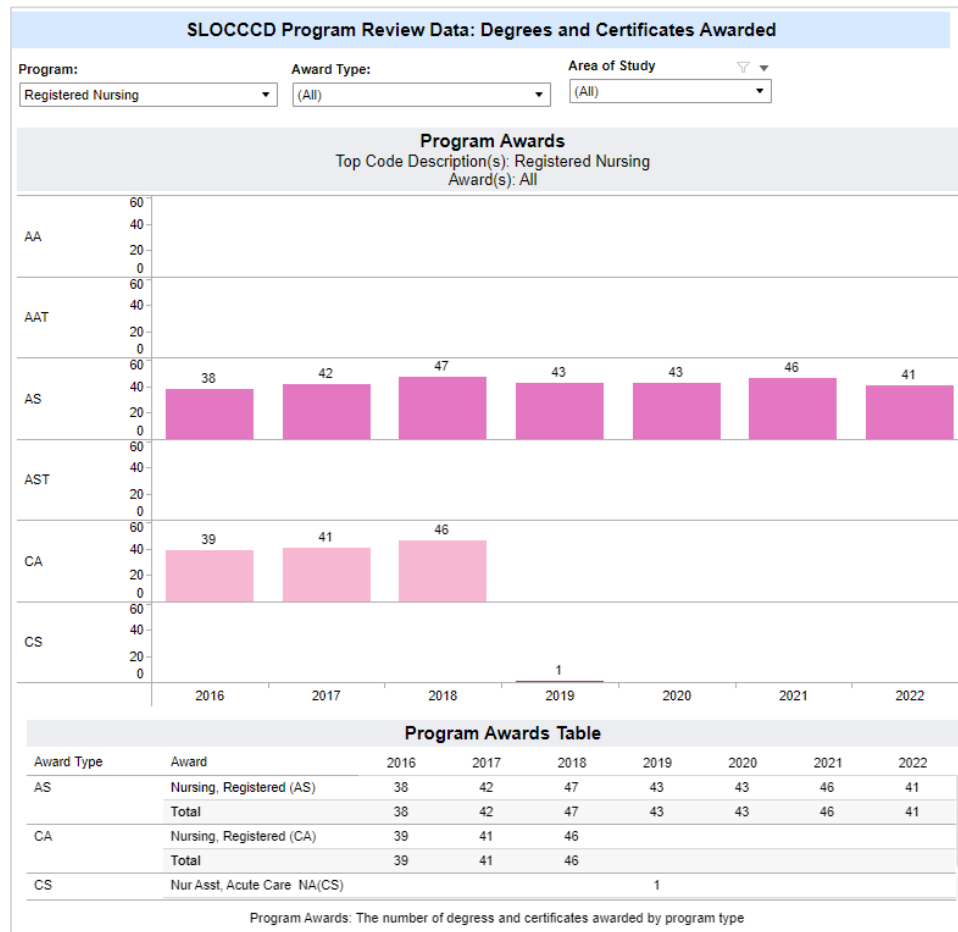
D. [Student Success—Course Completion by Modality](#)



The tables above represent both the overall college (left) and nursing program (right) completion rates. The nursing program’s successful completion rates for the FTF courses are all above the college average for the period 2019-2022 with an average of 90% for the past five years of this review. The nursing program exceeds the overall college successful completion rate by approximately 20% each year for FTF courses. Possible factors contributing to this data include, but not are limited to, the selection process of our applicants, students’ strong desire to become nurses, and strong and committed faculty. The nursing program’s successful completion rates for the online modality courses are also all above 90% for the past five years of this review. The nursing program once again exceeds the overall college successful completion rate by approximately 20% each year. NRAD 204 (Nursing Leadership and Management) is a required course within the nursing program and has a 100% success and completion rate. For the stand-alone course, NRAD 222 (Medical Terminology) is an elective course and the attrition rate is slightly higher in comparison to other required or FTF courses. However, this course exceeds the overall college completion rate and has seen an increase in its successful course completion rate

The nursing program once again exceeds the overall college successful completion of online modality by approximately 20% each year. NRAD 204 (Nursing Leadership and Management) is a required course within the nursing program and has a 100% success and completion rate. NRAD 201 (Nursing Foundations) was also a required course for the program however this is the only course that allowed Pre-Nursing students to enroll and have the ability to drop or withdraw from the course. For the stand-alone course, NRAD 222 (Medical Terminology), the attrition rate is slightly higher in comparison to other required FTF courses. However, this course exceeds the overall college completion rate.

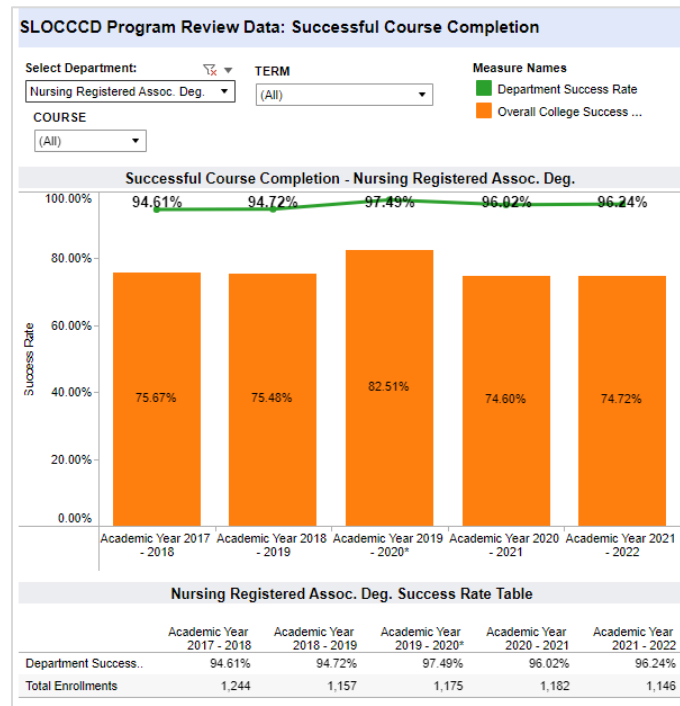
E. [Degrees and Certificates Awarded](#)



Award Type	Award	2016	2017	2018	2019	2020	2021	2022
AS	Nursing, Registered (AS)	38	42	47	43	43	46	41
	Pre-Nursing (AS)	0	83	78	100	83	79	152
	Total	38	125	125	143	126	125	193

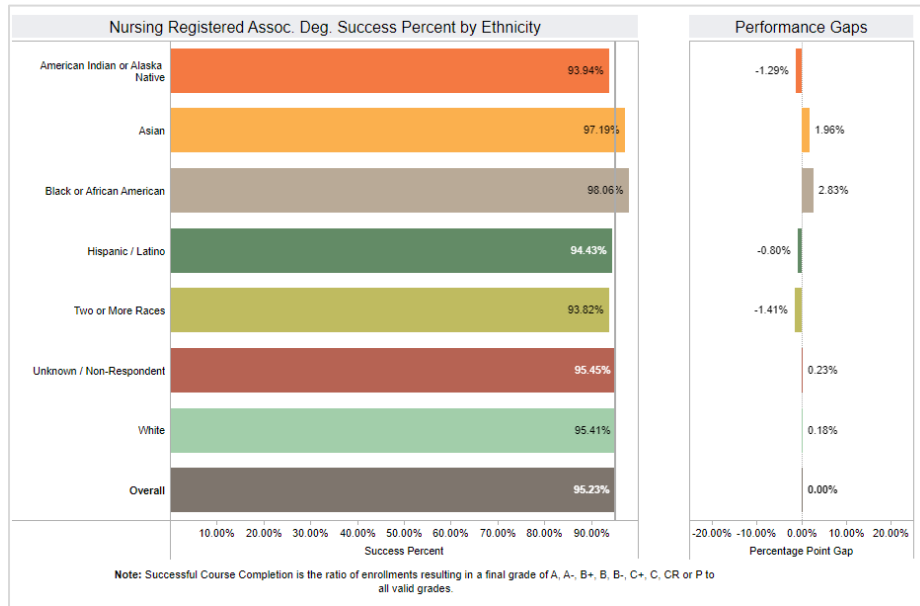
The Registered Nursing Associate in Science Degree is earned by completing all required coursework in the nursing program, Board of Registered Nursing content coursework, and college associate degree requirements. The Registered Nursing Associate in Science Degree is also earned by advanced placement LVN to RN pathway. Currently Licensed Vocational Nurses to enter into the 2nd semester of the RN program. All associate degree requirements and Board of Registered Nursing content must be met and only currently Licensed Vocational Nurses are eligible for admission. 100% of nursing students who completed the program in 2021 received their Associate Degree. For Pre-Nursing, 152 AS Degrees were awarded demonstrating almost double the number of certificates awarded the previous year.

F. [General Student Success – Course Completion](#)

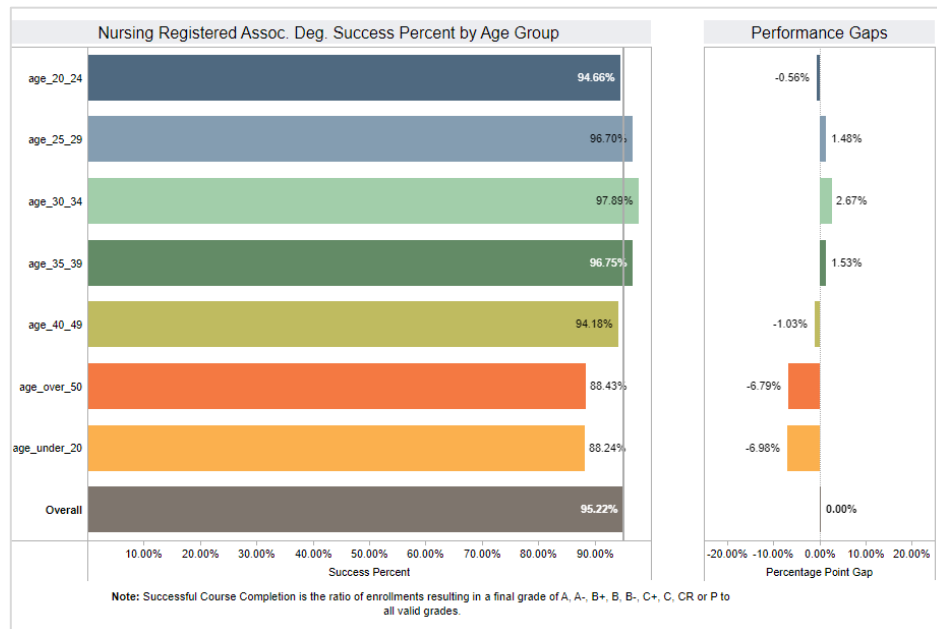


This table represents the successful completion of all required courses in the four semesters of the nursing program. The nursing program success rate has been average of 96% for the past five years of this review, and in comparison to the previous CPPR, the course completion average rate is higher. This exceeds the overall college rate over the same five years. Factors contributing to this increase in course completion include the multi-criteria selection process of our applicants, committed students and faculty, rigorous curriculum, and an aggressive retention program that includes referrals to the Success Specialist.

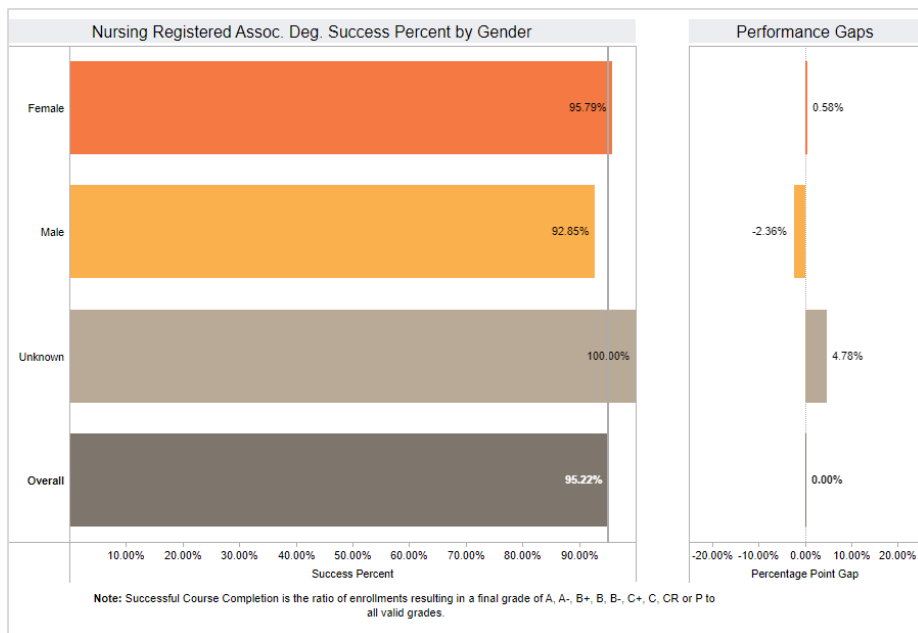
- G. Review the [Disaggregated Student Success](#) charts; include any charts that you will reference. Describe any departmental or pedagogical outcomes that have occurred as a result of programmatic discussion regarding the data presented.



The above chart shows associate degree completion success percent by ethnicity.



The above chart shows associate degree completion success percent by age group. Student success is high in all age categories, but students over 50 and under 20 dip slightly in their success.



The above chart shows associate degree completion success percent of Gender. Males had a success rate of 92.85% slightly less than females at 95.79%.

Other Relevant Program Data (optional)

Provide and comment on any other data that is relevant to your program such as state or national certification/licensure exam results, employment data, etc. If necessary, describe origin and/or data collection methods used.

The Cuesta College’s Associate Degree Nursing Program (ADN) is named in the 2018 Nursing Educational Programs Report from the CCCC as one of the five community colleges in the state to obtain a consistent pass rate of 100% on the NCLEX. The program continues to have a high pass rate for these students. The NEXT GEN NCLEX will challenge students when they test in May of 2023. We have put in place a stringent Kaplan review for students to practice the new testing format and lecture to help students familiarize themselves with the new information and changes to testing.

V. PROGRAMS AND CURRICULUM REVIEW

A. Programs Review

- a. Review the CurricUNET “Program of Study” outline for each program and indicate yes/no for each program/certificate.

Program/Certificate Title (include all those programs and certificates that were active at the time of the last CPPR).	Currently Active	New program since last CPPR (if yes, include active date)	Program modified since last CPPR (if yes, include modified date)	Deactivated since last CPPR (if yes, include deactivation date)
NRAD 004E	Yes	No	No	No
NRAD 103H	Yes	No	No	No
NRAD 120	Yes	No	No	No
NRAD 201	Yes	No	Yes	Yes
NRAD 201A	Yes	No	Yes	No
NRAD 201B	Yes	No	Yes	No
NRAD 201D	Yes	No	Yes	No
NRAD 202A	Yes	No	Yes	No
NRAD 202B	Yes	No	Yes	No
NRAD 202D	Yes	No	Yes	No
NRAD 203A	Yes	No	Yes	No
NRAD 203B	Yes	No	Yes	No
NRAD 203D	Yes	No	Yes	No
NRAD 204	Yes	No	Yes	Yes
NRAD 204A	Yes	No	Yes	No
NRAD 204B	Yes	No	Yes	No
NRAD 204D	Yes	No	Yes	No
NRAD 219	Yes	No	Yes	No

NRAD 222	Yes	No	Yes	No
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b. For all Currently Active Programs/Certificates, review the CurricUNET “Program of Study” outline for each active program/certificate and complete the table by indicating yes/no for each column.

Program/Certificate Title (include all those programs and certificates that were active at the time of the last CPPR).	Required courses and electives (including course numbers, titles, and credits) are accurate	Program description is current	Program Learning Outcomes are accurate and include methods of assessment.	If any answers are “no” for a program, please enter a date (MM/DD/YYYY) in the next 5 years by which the program will be corrected.
Nursing Registered – A.S. Degree	Yes	Yes	Yes	N/A
Nursing Registered - C.A. Certificate (Deleted 2016)				
Nursing Registered – (30 unit option) -C.A Certificate	Yes	Yes	Yes	N/A

B. Curriculum Review-

Complete the Curriculum Review Worksheet ([download from this folder](#)) and submit the form with your CPPR.

Based on the information that you enter, the template will create a 5-year calendar for your program to follow during which any modifications to the Course Outline of Record determined during the curriculum review.

VI. PROGRAM OUTCOMES, ASSESSMENT, AND IMPROVEMENTS

A. Attach or insert the assessment calendar for your program for the next program review cycle.

Semester	Fall 2019	Spr 2020	Fall 2020	Spr 2021	Fall 2021	Spr 2022	Fall 2022
ASSESSMENT OR RE-ASSESSMENT	NRAD 201, 201A, 201B, 201D, 203, 203A, 203B, 203D, 219, 222 Refer to Assessment Tools	NRAD 202A, 202B, 202D, 204, 204A, 204B, 204D Refer to Assessment Tools	NRAD 201, 201A, 201B, 201D, 203, 203A, 203B, 203D, 219, 222 Refer to Assessment Tools	NRAD 202A, 202B, 202D, 204, 204A, 204B, 204D Refer to Assessment Tools	NRAD 201, 201A, 201B, 201D, 203, 203A, 203B, 203D, 219, 222 Refer to Assessment Tools	NRAD 202A, 202B, 202D, 204, 204A, 204B, 204D Refer to Assessment Tools	NRAD 201, 201A, 201B, 201D, 203, 203A, 203B, 203D, 219, 222 Refer to Assessment Tools
ANALYZE RESULTS & PROGRAM IMPROVEMENT	NRAD 202A, 202B, 202D, 204, 204A, 204B, 204D	NRAD 201, 201A, 201B, 201D, 203, 203A, 203B, 203D, 219, 222	NRAD 202A, 202B, 202D, 204, 204A, 204B, 204D	NRAD 201, 201A, 201B, 201D, 203, 203A, 203B, 203D, 219, 222	NRAD 202A, 202B, 202D, 204, 204A, 204B, 204D	NRAD 201, 201A, 201B, 201D, 203, 203A, 203B, 203D, 219, 222	NRAD 202A, 202B, 202D, 204, 204A, 204B, 204D
PLAN IMPLEMENTATION Proposed new curriculum Spring 2023 for all NRAD Courses	Implement change on all Fall courses	Implement change on all Spring courses	Implement change on all Fall courses	Implement change on all Spring courses	Implement change on all Fall courses	Implement change on all Spring courses	Implement change on all Fall courses

Registered Nursing (RN) Courses assessment and Evaluation Cycle Calendar							
SEMESTER	SPRING	FALL	SPRING	FALL	SPRING	FALL	SPRING
	2022	2023	2023	2024	2024	2025	2025
ASSESSMENT OR RE-ASSESSMENT DATA COLLECTED	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools	NRAD 201A, 201B, 201D, 120A 203A 203B, 203D 120C , refer to assessment tools	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools	NRAD 201A, 201B, 201D, 120A 203A 203B, 203D 120C , refer to assessment tools	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools	NRAD 201A, 201B, 201D, 120A 203A 203B, 203D 120C , refer to assessment tools	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools
ANALYZE RESULTS & PROGRAM IMPROVEMENT	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools	NRAD 201A, 201B, 201D, 120A 203A 203B, 203D 120C , refer to assessment tools	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools	NRAD 201A, 201B, 201D, 120A 203A 203B, 203D 120C , refer to assessment tools	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools	NRAD 201A, 201B, 201D, 120A 203A 203B, 203D 120C , refer to assessment tools	NRAD 202A, 202B, 202D, 120B, 204A, 204B, 204D, 120D refer to assessment tools
Plan Implementation proposed new curriculum 2024 for selected NRAD courses	Implement to Spring Courses	Implement to Fall Courses	Implement to Spring Courses	Implement to Fall Courses	Implement to SPRING Courses	Implement to FALL Courses	Implement to Spring Courses

- B. Have you completed all course assessments in eLumen? If no, explain why you were unable to do so during this program review cycle and what plan(s) exist for completing this in the next program review cycle.

All Courses have been reviewed in eLuman and shared with faculty during weekly semester-specific level meetings.

All assessments have been completed in eLumen. Fall semester courses are assessed in the spring and spring semester courses are assessed in the fall.

- C. Include the most recent “PLO Summary Map by Course” from eLumen which shows the Course-level SLOs mapped to the Program-level SLOs.

Cuesta College

PLO Summary Map by Course/Context

Map Origin: AS_REG_NURS

Map Target: AS_REG_NURS

AS_REG_NURS SLOs		AS_REG_NURS				
		Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
NRAD120						
Adhere to critical elements in performance of skills for clients throughout the lifespan.		X				
NRAD201						
Apply ethical and legal principles to nursing practice.						
Demonstrate knowledge of current nursing practice issues.		X				
Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.						
AS_REG_NURS SLOs		AS_REG_NURS				
		Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.						X
NRAD201A						
Understand and begin to apply techniques of therapeutic communication.					X	
Demonstrate a beginning ability to organize assessment data and develop a nursing care plan for the adult who is experiencing an alteration in health.						X
Demonstrate a beginning ability to apply adult teaching/learning principles to the care of an adult.						X
NRAD201B						
Demonstrate application of the nursing process to the care of the adult and geriatric patient in the long-term care and medical-surgical setting.						
Apply verbal/nonverbal communication techniques to establish a therapeutic relationship.					X	
Utilize the nursing process and level specific critical elements when administering medications and other skills taught in this course.						X

SLOs AS_REG_NURS		AS_REG_NURS				
		Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
Demonstrate and accurately document a psychosocial and physical assessment of the adult and geriatric patient, differentiating normal and abnormal findings.						
Apply principles of infection control to the care of the client in long-term care and medical-surgical settings.						
Demonstrate patient confidentiality in all personal and professional settings.						
NRAD201D						
Utilize learned skills to calculate medication dosage ranges for safe medication administration.						X
Utilize critical thinking and the nursing process to interpret clinical data related to medications, labs, and nutrition.						X
Apply principles of safe medication administration.						
Apply age-related (adult/geriatric) considerations, culture, and ethnicity when interpreting data.		X	X			
NRAD202A						
Demonstrate the ability to organize assessment data and develop a nursing care plan for the childbearing woman.		X				X

SLOs AS_REG_NURS		AS_REG_NURS				
		Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
Demonstrate the ability to organize assessment data and develop a nursing care plan for the newborn.		X				X
Demonstrate the ability to organize assessment data and develop a nursing care plan for the child experiencing an alteration in health.		X				X
NRAD202B						
Demonstrate application of the nursing process to the care of adult, geriatric, pediatric, maternity and infant patients in the clinical setting.		X				X
Utilize the nursing process and pharmacologic principles (level specific) when administering medications.		X				
Utilize nursing process and legal standards, construct accurate and complete Nursing documentation.						
Demonstrate and document an age-appropriate psychosocial and physical assessment of the infant, pediatric and adult patient differentiating between normal and abnormal findings.		X				
Apply assessment skills and maintain critical elements while performing skills learned in this course with patients across the lifespan.						X
NRAD202D						

		AS_REG_NURS				
AS_REG_NURS	SLOs	Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
	Utilize the nursing process, teaching, and learning principles based on interpretation of clinical data: (age, culture, ethnicity, pharmacology, labs, diagnostics, & nutrition).					X
	Demonstrate the ability to research and apply information and knowledge about patients' various pharmacologies in selected drug categories.					X
	Apply the nursing process to plan, implement, and evaluate care for patients with: hypertension, diabetes, and selected respiratory disorders.					
NRAD203A						
	Demonstrate ability to prioritize interventions for clients based on integrated clinical data.					
	Utilize the nursing process and pharmacologic principles, level specific, when determining nursing interventions & appropriate patient teaching.					X
		AS_REG_NURS				
AS_REG_NURS	SLOs	Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
	Demonstrate application of the nursing process to the care of adults experiencing disorders in: a. musculoskeletal b. vascular c. nervous system d. respiratory e. connective tissue f. men & women's health g. hematology & oncology h. burns/skin i. GI disorders					X
NRAD203B						
	Demonstrate integration of patient medical condition, PMH, with medications, and labs with more complex patients.					
	Utilize effective methods to organize and prioritize nursing care to multiple and more complex patients.					X
	Maintain critical elements of skills with multiple and more complex patients.					
	Communicate effectively with the healthcare team.			X		
NRAD203D						
	Demonstrate understanding of patient care when diagnosed with neurological disorders in the acute and rehabilitative phase.					
	Demonstrate understanding of patient care when diagnosed with endocrine disorders.				X	
	Demonstrate understanding of patient care when diagnosed with genito-urinary disorders.					

AS_REG_NURS		AS_REG_NURS				
		Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
SLOs						
Demonstrate understanding of patient care when diagnosed with acute or chronic renal disorders.						
NRAD204						
Apply ethical principles to my own nursing practice.			X			
Determine readiness and preparedness to transition into my new role as registered nurse.	X					
Explain various leadership and management styles providing examples of effective use.			X			
Integrate leadership knowledge into my own practice as a staff nurse.			X			
Demonstrate knowledge of leadership abilities, delegation and supervision skills based on legal scope of practice.			X			
NRAD204A						
Utilize the nursing process in the care of patients with mental health problems.						X
Apply accurate assessment of the patient with mental health problems.						X
Integrate psychiatric medications and their side-effects to a variety of mental illnesses.						X
Demonstrate knowledge of behaviors that define psychiatric illness.						

AS_REG_NURS		AS_REG_NURS				
		Apply age appropriate concepts in nursing practice.	Apply cultural sensitivity in nursing practice.	Demonstrate basic leadership in nursing practice.	Demonstrate effective therapeutic communication.	Implement critical thinking effectively when applying the nursing process and caring framework in providing patient care.
SLOs						
Apply therapeutic communication techniques when caring for patients with mental health problems.					X	
NRAD204B						
Demonstrate increasing independence with planning and prioritization of care for multiple patients with more complex problems.			X			
Develop and coordinate a plan of care for patients and families in crisis.						X
Demonstrate increasing independence collaborating with the multi-disciplinary team to implement the patient plan of care and/or safe discharge.			X		X	
Demonstrate self-directed learning through development and implementation of individualized learning objectives for preceptorship.			X			
NRAD204D						
Develop nursing care plans for patient's with disorders of cardiac function.						X
Recognize and take action during emergent patient care situations (Rapid Response/CodeBlue).						X
Demonstrate interventions for managing the patient and family in crisis situations.			X			

SLOs	AS_REG_NURS	AS_REG_NURS	
		Integrate knowledge gained from biological, social, and nursing sciences with clinical practice in meeting the complex needs of diverse groups of patients in multiple settings.	Practice safely and ethically within scope of practice while providing patient care and working with the health care team.
NRAD120			
Adhere to critical elements in performance of skills for clients throughout the lifespan.			
NRAD201			
Apply ethical and legal principles to nursing practice.			X
Demonstrate knowledge of current nursing practice issues.			X
Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.			X
Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.			
NRAD201A			
Understand and begin to apply techniques of therapeutic communication.			
Demonstrate a beginning ability to organize assessment data and develop a nursing care plan for the adult who is experiencing an alteration in health.			
Demonstrate a beginning ability to apply adult teaching/learning principles to the care of an adult.			
NRAD201B			
Demonstrate application of the nursing process to the care of the adult and geriatric patient in the long-term care and medical-surgical setting.		X	
Apply verbal/nonverbal communication techniques to establish a therapeutic relationship.			
Utilize the nursing process and level specific critical elements when administering medications and other skills taught in this course.			

SLOs	AS_REG_NURS	
	AS_REG_NURS	
	Integrate knowledge gained from biological, social, and nursing sciences with clinical practice in meeting the complex needs of diverse groups of patients in multiple settings.	Practice safely and ethically within scope of practice while providing patient care and working with the health care team.
Demonstrate and accurately document a psychosocial and physical assessment of the adult and geriatric patient, differentiating normal and abnormal findings.	X	
Apply principles of infection control to the care of the client in long-term care and medical-surgical settings.	X	
Demonstrate patient confidentiality in all personal and professional settings.		X
NRAD201D		
Utilize learned skills to calculate medication dosage ranges for safe medication administration.		
Utilize critical thinking and the nursing process to interpret clinical data related to medications, labs, and nutrition.		
Apply principles of safe medication administration.		X
Apply age-related (adult/geriatric) considerations, culture, and ethnicity when interpreting data.		
NRAD202A		
Demonstrate the ability to organize assessment data and develop a nursing care plan for the childbearing woman.		
Demonstrate the ability to organize assessment data and develop a nursing care plan for the newborn.		
Demonstrate the ability to organize assessment data and develop a nursing care plan for the child experiencing an alteration in health.		
NRAD202B		
Demonstrate application of the nursing process to the care of adult, geriatric, pediatric, maternity and infant patients in the clinical setting.		
Utilize the nursing process and pharmacologic principles (level-specific) when administering medications.		
Utilize nursing process and legal standards, construct accurate and complete Nursing documentation.		X
Demonstrate and document an age-appropriate psychosocial and physical assessment of the infant, pediatric and adult patient differentiating between normal and abnormal findings.		
Apply assessment skills and maintain critical elements while performing skills learned in this course with patients across the lifespan.		

AS_REG_NURS		
SLOs	AS_REG_NURS	
	Integrate knowledge gained from biological, social, and nursing sciences with clinical practice in meeting the complex needs of diverse groups of patients in multiple settings.	Practice safely and ethically within scope of practice while providing patient care and working with the health care team.
NRAD202D		
Utilize the nursing process, teaching, and learning principles based on interpretation of clinical data: (age, culture, ethnicity, pharmacology, labs, diagnostics, & nutrition).		
Demonstrate the ability to research and apply information and knowledge about patients' various pharmacologies in selected drug categories.		
Apply the nursing process to plan, implement, and evaluate care for patients with: hypertension, diabetes, and selected respiratory disorders.	X	
NRAD203A		
Demonstrate ability to prioritize interventions for client's based on integrated clinical data.		X
Utilize the nursing process and pharmacologic principles, level specific, when determining nursing interventions & appropriate patient teaching.		
Demonstrate application of the nursing process to the care of adults experiencing disorders in: a. musculoskeletal b. vascular c. nervous system d. respiratory e. connective tissue f. men & women's health g. hematology & oncology h. burns/skin i. GI disorders		
NRAD203B		
Demonstrate integration of patient medical condition, PMH, with medications, and labs with more complex patients.	X	
Utilize effective methods to organize and prioritize nursing care to multiple and more complex patients.		
Maintain critical elements of skills with multiple and more complex patients.		X
Communicate effectively with the healthcare team.		
NRAD203D		
Demonstrate understanding of patient care when diagnosed with neurological disorders in the acute and rehabilitative phase.	X	
Demonstrate understanding of patient care when diagnosed with endocrine disorders.	X	

SLOs	AS_REG_NURS	
	AS_REG_NURS	
	Integrate knowledge gained from biological, social, and nursing sciences with clinical practice in meeting the complex needs of diverse groups of patients in multiple settings.	Practice safely and ethically within scope of practice while providing patient care and working with the health care team.
Demonstrate understanding of patient care when diagnosed with genito-urinary disorders.	X	
Demonstrate understanding of patient care when diagnosed with acute or chronic renal disorders.	X	
NRAD204		
Apply ethical principles to my own nursing practice.		
Determine readiness and preparedness to transition into my new role as registered nurse.		X
Explain various leadership and management styles providing examples of effective use.		
Integrate leadership knowledge into my own practice as a staff nurse.		
Demonstrate knowledge of leadership abilities, delegation and supervision skills based on legal scope of practice.		X
NRAD204A		
Utilize the nursing process in the care of patients with mental health problems.		
Apply accurate assessment of the patient with mental health problems.		
Integrate psychiatric medications and their side-effects to a variety of mental illnesses.		
Demonstrate knowledge of behaviors that define psychiatric illness.	X	
Apply therapeutic communication techniques when caring for patients with mental health problems.		
NRAD204B		
Demonstrate increasing independence with planning and prioritization of care for multiple patients with more complex problems.		X
Develop and coordinate a plan of care for patients and families in crisis.		
Demonstrate increasing independence collaborating with the multi-disciplinary team to implement the patient plan of care and/or safe discharge.		
Demonstrate self-directed learning through development and implementation of individualized learning objectives for preceptorship.		
NRAD204D		
Develop nursing care plans for patient's with disorders of cardiac function.		
Recognize and take action during emergent patient care situations (Rapid Response/Code/Blue).		
Demonstrate interventions for managing the patient and family in crisis situations.		

- D. Include the most recent “ILO Summary Map by Course” from eLumen that shows the Course-level SLOs mapped to the Institutional Learning Outcomes.

Cuesta College

ILO Summary Map by Course/Context

Map Origin: Courses for Nursing Registered Assoc. Deg.

Map Target: All ILOs

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
NRAD004E						
Demonstrate knowledge of the application process for licensure exam (NCLEX).						X
Apply knowledge from nursing school to analyze NCLEX questions and identify the best answer.						
Demonstrate familiarity and increased confidence when taking the NCLEX computerized exam.						
NRAD103H						
Apply the critical elements when performing various skills in this class.						
Demonstrate enhanced clinical confidence entering 3rd semester clinical.						
NRAD120						
Adhere to critical elements in performance of skills for clients throughout the lifespan.						
NRAD120A						
Demonstrate successful skills testing for medication administration.				X	X	X

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Demonstrate successful skills testing for urinary catheterization.				X	X	X
NRAD120B						
Demonstrate critical elements for Level 2 skills in clinical practice				X	X	X
Demonstrate successful skills testing for IM injection.				X	X	X
Demonstrate successful skills testing for IVPB administration.				X	X	X
Maintain critical elements of Level 1 skills in clinical practice.				X	X	X
NRAD120C						
Demonstrate critical elements for Level 3 skills in clinical practice.				X	X	X
Demonstrate successful skills testing for IVP medication administration.				X	X	X
Maintain critical elements of Level 1 and Level 2 skills in clinical practice.				X	X	X
NRAD120D						
Demonstrate critical elements for all Level skills (1-4) in clinical practice.				X	X	X
Demonstrate self-directed skill practice based on self-assessment of learning needs.				X	X	X
NRAD201						

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Apply ethical and legal principles to nursing practice.			X	X	X	X
Demonstrate knowledge of current nursing practice issues.			X	X	X	X
Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.			X			X
Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.			X	X		X
NRAD201A						
Understand and begin to apply techniques of therapeutic communication.			X			
Demonstrate a beginning ability to organize assessment data and develop a nursing care plan for the adult who is experiencing an alteration in health.				X		
Demonstrate a beginning ability to apply adult teaching/learning principles to the care of an adult.				X	X	X
NRAD201B						
Demonstrate application of the nursing process to the care of the adult and geriatric patient in the long-term care and medical-surgical setting.			X			

SLOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
	Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Apply verbal/nonverbal communication techniques to establish a therapeutic relationship.		X			
Utilize the nursing process and level specific critical elements when administering medications and other skills taught in this course.				X	X
Demonstrate and accurately document a psychosocial and physical assessment of the adult and geriatric patient, differentiating normal and abnormal findings.					
Apply principles of infection control to the care of the client in long-term care and medical-surgical settings.					X
Demonstrate patient confidentiality in all personal and professional settings.				X	X
NRAD201D					
Utilize learned skills to calculate medication dosage ranges for safe medication administration.				X	X
Utilize critical thinking and the nursing process to interpret clinical data related to medications, labs, and nutrition.				X	X
Apply principles of safe medication administration.				X	X

SLOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
	Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Apply age-related (adult/geriatric) considerations, culture, and ethnicity when interpreting data.		X	X		
NRAD202A					
Demonstrate the ability to organize assessment data and develop a nursing care plan for the childbearing woman.		X	X	X	X
Demonstrate the ability to organize assessment data and develop a nursing care plan for the newborn.		X	X	X	X
Demonstrate the ability to organize assessment data and develop a nursing care plan for the child experiencing an alteration in health.		X	X	X	X
NRAD202B					
Demonstrate application of the nursing process to the care of adult, geriatric, pediatric, maternity and infant patients in the clinical setting.				X	X
Utilize the nursing process and pharmacologic principles (level specific) when administering medications.				X	X
Utilize nursing process and legal standards, construct accurate and complete Nursing documentation.				X	X

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Demonstrate and document an age-appropriate psychosocial and physical assessment of the infant, pediatric and adult patient differentiating between normal and abnormal findings.		X		X	X	X
Apply assessment skills and maintain critical elements while performing skills learned in this course with patients across the lifespan.					X	X
NRAD202D						
Utilize the nursing process, teaching, and learning principles based on interpretation of clinical data: (age, culture, ethnicity, pharmacology, labs, diagnostics, & nutrition).				X	X	X
Demonstrate the ability to research and apply information and knowledge about patients' various pharmacologies in selected drug categories.					X	X
Apply the nursing process to plan, implement, and evaluate care for patients with: hypertension, diabetes, and selected respiratory disorders.				X	X	X
NRAD203						
Apply ethical and legal principles to nursing practice.		X				X

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.						X
Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.				X		
NRAD203A						
Demonstrate ability to prioritize interventions for client's based on integrated clinical data.						X
Utilize the nursing process and pharmacologic principles, level specific, when determining nursing interventions & appropriate patient teaching.						X
Demonstrate application of the nursing process to the care of adults experiencing disorders in: a. musculoskeletal b. vascular c. nervous system d. respiratory e. connective tissue f. men & women's health g. hematology & oncology h. burn/skin i. GI disorders				X		X
NRAD203B						
Demonstrate integration of patient medical condition, PMH, with medications, and labs with more complex patients.						X

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Utilize effective methods to organize and prioritize nursing care to multiple and more complex patients.						X
Maintain critical elements of skills with multiple and more complex patients.						X
Communicate effectively with the healthcare team.				X	X	X
NRAD203D						
Demonstrate understanding of patient care when diagnosed with neurological disorders in the acute and rehabilitative phase.					X	X
Demonstrate understanding of patient care when diagnosed with endocrine disorders.					X	X
Demonstrate understanding of patient care when diagnosed with genito-urinary disorders.					X	X
Demonstrate understanding of patient care when diagnosed with acute or chronic renal disorders.					X	X
NRAD204						
Apply ethical principles to my own nursing practice.						X
Determine readiness and preparedness to transition into my new role as registered nurse.						X

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
Explain various leadership and management styles providing examples of effective use.						X
Integrate leadership knowledge into my own practice as a staff nurse.						X
Demonstrate knowledge of leadership abilities, delegation and supervision skills based on legal scope of practice.						X
NRAD204A						
Utilize the nursing process in the care of patients with mental health problems.				X		X
Apply accurate assessment of the patient with mental health problems.						X
Integrate psychiatric medications and their side-effects to a variety of mental illnesses.						X
Demonstrate knowledge of behaviors that define psychiatric illness.				X	X	X
Apply therapeutic communication techniques when caring for patients with mental health problems.				X	X	X
NRAD204B						
Demonstrate increasing independence with planning and prioritization of care for multiple patients with more complex problems.					X	X

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
	Develop and coordinate a plan of care for patients and families in crisis.				X	X
	Demonstrate increasing independence collaborating with the multi-disciplinary team to implement the patient plan of care and/or safe discharge.				X	X
	Demonstrate self-directed learning through development and implementation of individualized learning objectives for preceptorship.					X
NRAD204D						
	Develop nursing care plans for patient's with disorders of cardiac function.					X
	Recognize and take action during emergent patient care situations (Rapid Response/Code/Blue)				X	X
	Demonstrate interventions for managing the patient and family in crisis situations.			X	X	X
NRAD219						
	Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills.					X
NRAD219A						

SLOs	ILOs	Artistic and Cultural Knowledge and Engagement		Critical Thinking and Communication		Personal, Academic, and Professional Development
		Identify, create, or critique key elements of inspirational art forms	Demonstrate knowledge of and sensitivity to diverse groups and cultures through studying the world's languages, societies, and histories	Analyze and evaluate their own thinking processes and those of others	Communicate and interpret complex information in a clear, ethical, and logical manner	Recognize, assess, and demonstrate the skills and behaviors that promote academic and professional development
	Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills at the level of an advanced beginner.					X
NRAD219B						
	Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills at the level of a proficient novice.					X
NRAD222						
	Correctly identify, spell, and define combining forms, prefixes, and suffixes that are used to build medical terms.				X	X
	Employ medical terminology accurately to describe pathologic conditions, laboratory test, and clinical procedures.					X

SLOs	ILOs	Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
NRAD004E						
	Demonstrate knowledge of the application process for licensure exam (NCLEX).					
	Apply knowledge from nursing school to analyze NCLEX questions and identify the best answer.		X			
	Demonstrate familiarity and increased confidence when taking the NCLEX computerized exam.		X			
NRAD103H						
	Apply the critical elements when performing various skills in this class.		X			
	Demonstrate enhanced clinical confidence entering 3rd semester clinical.		X			
NRAD120						
	Adhere to critical elements in performance of skills for clients throughout the lifespan.		X			
NRAD120A						
	Demonstrate successful skills testing for medication administration.		X			
	Demonstrate successful skills testing for urinary catheterization.		X			
NRAD120B						
	Demonstrate critical elements for Level 2 skills in clinical practice		X			
	Demonstrate successful skills testing for IM injection.		X			

SLOs	ILOs	Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
	Demonstrate successful skills testing for IVPB administration.		X	X		
	Maintain critical elements of Level 1 skills in clinical practice.		X			X
NRAD120C						
	Demonstrate critical elements for Level 3 skills in clinical practice.		X			X
	Demonstrate successful skills testing for IVP medication administration.		X	X		
	Maintain critical elements of Level 1 and Level 2 skills in clinical practice.		X			X
NRAD120D						
	Demonstrate critical elements for all Level skills (1-4) in clinical practice.		X			X
	Demonstrate self-directed skill practice based on self-assessment of learning needs.		X			X
NRAD201						
	Apply ethical and legal principles to nursing practice.					
	Demonstrate knowledge of current nursing practice issues.					
	Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.					
	Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.					

		Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
ILOs		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
SLOs						
NRAD201A						
Understand and begin to apply techniques of therapeutic communication.			X			X
Demonstrate a beginning ability to organize assessment data and develop a nursing care plan for the adult who is experiencing an alteration in health.		X	X			
Demonstrate a beginning ability to apply adult teaching/learning principles to the care of an adult.			X			X
NRAD201B						
Demonstrate application of the nursing process to the care of the adult and geriatric patient in the long-term care and medical-surgical setting.						X
Apply verbal/nonverbal communication techniques to establish a therapeutic relationship.						
Utilize the nursing process and level specific critical elements when administering medications and other skills taught in this course.			X	X		
Demonstrate and accurately document a psychosocial and physical assessment of the adult and geriatric patient, differentiating normal and abnormal findings.			X			
		Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
ILOs		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
SLOs						
Apply principles of infection control to the care of the client in long-term care and medical-surgical settings.			X			
Demonstrate patient confidentiality in all personal and professional settings.			X			
NRAD201D						
Utilize learned skills to calculate medication dosage ranges for safe medication administration.			X	X		
Utilize critical thinking and the nursing process to interpret clinical data related to medications, labs, and nutrition.			X			
Apply principles of safe medication administration.			X			
Apply age-related (adult/geriatric) considerations, culture, and ethnicity when interpreting data.						X
NRAD202A						
Demonstrate the ability to organize assessment data and develop a nursing care plan for the childbearing woman.			X			
Demonstrate the ability to organize assessment data and develop a nursing care plan for the newborn.			X			
Demonstrate the ability to organize assessment data and develop a nursing care plan for the child experiencing an alteration in health.			X			

SLOs	ILOs	Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
NRAD202B						
	Demonstrate application of the nursing process to the care of adult, geriatric, pediatric, maternity and infant patients in the clinical setting.		X			
	Utilize the nursing process and pharmacologic principles (level specific) when administering medications.		X			
	Utilize nursing process and legal standards, construct accurate and complete Nursing documentation.		X			
	Demonstrate and document an age-appropriate psychosocial and physical assessment of the infant, pediatric and adult patient differentiating between normal and abnormal findings.		X			X
	Apply assessment skills and maintain critical elements while performing skills learned in this course with patients across the lifespan.		X			
NRAD202D						
	Utilize the nursing process, teaching, and learning principles based on interpretation of clinical data: (age, culture, ethnicity, pharmacology, labs, diagnostics, & nutrition).		X			

SLOs	ILOs	Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
	Demonstrate the ability to research and apply information and knowledge about patients' various pharmacologies in selected drug categories.		X			X
	Apply the nursing process to plan, implement, and evaluate care for patients with: hypertension, diabetes, and selected respiratory disorders.		X			
NRAD203						
	Apply ethical and legal principles to nursing practice.		X			
	Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.		X			
	Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.		X			
NRAD203A						
	Demonstrate ability to prioritize interventions for client's based on integrated clinical data.		X			
	Utilize the nursing process and pharmacologic principles, level specific, when determining nursing interventions & appropriate patient teaching.		X			

SLOs	ILOs	Personal, Academic, and Professional Development	Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system
Demonstrate application of the nursing process to the care of adults experiencing disorders in: a. musculoskeletal b. vascular c. nervous system d. respiratory e. connective tissue f. men & women's health g. hematology & oncology h. burns/skin i. GI disorders					
NRAD203B					
Demonstrate integration of patient medical condition, PMH, with medications, and labs with more complex patients.		X			
Utilize effective methods to organize and prioritize nursing care to multiple and more complex patients.		X			
Maintain critical elements of skills with multiple and more complex patients.		X			
Communicate effectively with the healthcare team.		X			
NRAD203D					
Demonstrate understanding of patient care when diagnosed with neurological disorders in the acute and rehabilitative phase.		X			
Demonstrate understanding of patient care when diagnosed with endocrine disorders.		X			
Demonstrate understanding of patient care when diagnosed with genito-urinary disorders.		X			

SLOs	ILOs	Personal, Academic, and Professional Development	Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system
Demonstrate understanding of patient care when diagnosed with acute or chronic renal disorders.		X			
NRAD204					
Apply ethical principles to my own nursing practice.					
Determine readiness and preparedness to transition into my new role as registered nurse.		X			
Explain various leadership and management styles providing examples of effective use.		X			
Integrate leadership knowledge into my own practice as a staff nurse.		X			
Demonstrate knowledge of leadership abilities, delegation and supervision skills based on legal scope of practice.		X			
NRAD204A					
Utilize the nursing process in the care of patients with mental health problems.		X			
Apply accurate assessment of the patient with mental health problems.		X			
Integrate psychiatric medications and their side-effects to a variety of mental illnesses.		X			
Demonstrate knowledge of behaviors that define psychiatric illness.		X			

SLOs	ILOs	Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
Apply therapeutic communication techniques when caring for patients with mental health problems.			X			
NRAD204B						
Demonstrate increasing independence with planning and prioritization of care for multiple patients with more complex problems.			X			
Develop and coordinate a plan of care for patients and families in crisis.			X			
Demonstrate increasing independence collaborating with the multi-disciplinary team to implement the patient plan of care and/or safe discharge.			X			
Demonstrate self-directed learning through development and implementation of individualized learning objectives for preceptorship.	X		X			
NRAD204D						
Develop nursing care plans for patients with disorders of cardiac function.			X			
Recognize and take action during emergent patient care situations (Rapid Response/Code/Blue).			X			
Demonstrate interventions for managing the patient and family in crisis situations.			X			X
NRAD219						

SLOs	ILOs	Personal, Academic, and Professional Development		Scientific and Environmental Understanding		
		Recognize, assess, and practice lifestyle choices that promote personal health and mental well-being	Demonstrate the professional skills necessary for successful employment	Draw conclusions based on the scientific method, computations or experimental and observational evidence	Construct and analyze statements in a formal symbolic system	Analyze the relationship between people's actions and the physical world
Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills.			X			
NRAD219A						
Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills at the level of an advanced beginner.			X			
NRAD219B						
Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills at the level of a proficient novice.			X			
NRAD222						
Correctly identify, spell, and define combining forms, prefixes, and suffixes that are used to build medical terms.			X			
Employ medical terminology accurately to describe pathologic conditions, laboratory test, and clinical procedures.	X		X			

SLOs	ILOS	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
	NRAD004E					
	Demonstrate knowledge of the application process for licensure exam (NCLEX).					
	Apply knowledge from nursing school to analyze NCLEX questions and identify the best answer.					
	Demonstrate familiarity and increased confidence when taking the NCLEX computerized exam.					
	NRAD103H					
	Apply the critical elements when performing various skills in this class.					
	Demonstrate enhanced clinical confidence entering 3rd semester clinical.					
	NRAD120					
	Adhere to critical elements in performance of skills for clients throughout the lifespan.					
	NRAD120A					
	Demonstrate successful skills testing for medication administration.				X	
	Demonstrate successful skills testing for urinary catheterization.				X	
	NRAD120B					
	Demonstrate critical elements for Level 2 skills in clinical practice					

SLOs	ILOS	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
	Demonstrate successful skills testing for IM injection.				X	
	Demonstrate successful skills testing for IVPB administration.				X	
	Maintain critical elements of Level 1 skills in clinical practice.				X	
	NRAD120C					
	Demonstrate critical elements for Level 3 skills in clinical practice.				X	
	Demonstrate successful skills testing for IVP medication administration.				X	
	Maintain critical elements of Level 1 and Level 2 skills in clinical practice.				X	
	NRAD120D					
	Demonstrate critical elements for all Level skills (1-4) in clinical practice.				X	
	Demonstrate self-directed skill practice based on self-assessment of learning needs.				X	
	NRAD201					
	Apply ethical and legal principles to nursing practice.					
	Demonstrate knowledge of current nursing practice issues.					
	Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.					

SLOs	ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.						
NRAD201A						
Understand and begin to apply techniques of therapeutic communication.			X			
Demonstrate a beginning ability to organize assessment data and develop a nursing care plan for the adult who is experiencing an alteration in health.			X			
Demonstrate a beginning ability to apply adult teaching/learning principles to the care of an adult.				X		
NRAD201B						
Demonstrate application of the nursing process to the care of the adult and geriatric patient in the long-term care and medical-surgical setting.						
Apply verbal/nonverbal communication techniques to establish a therapeutic relationship.						
Utilize the nursing process and level specific critical elements when administering medications and other skills taught in this course.						

SLOs	ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
Demonstrate and accurately document a psychosocial and physical assessment of the adult and geriatric patient, differentiating normal and abnormal findings.					X	
Apply principles of infection control to the care of the client in long-term care and medical-surgical settings.					X	
Demonstrate patient confidentiality in all personal and professional settings.			X			
NRAD201D						
Utilize learned skills to calculate medication dosage ranges for safe medication administration.						
Utilize critical thinking and the nursing process to interpret clinical data related to medications, labs, and nutrition.						
Apply principles of safe medication administration.						
Apply age-related (adult/geriatric) considerations, culture, and ethnicity when interpreting data.			X		X	
NRAD202A						
Demonstrate the ability to organize assessment data and develop a nursing care plan for the childbearing woman.					X	

SLOs	ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
Demonstrate the ability to organize assessment data and develop a nursing care plan for the newborn.					X	
Demonstrate the ability to organize assessment data and develop a nursing care plan for the child experiencing an alteration in health.					X	
NRAD202B						
Demonstrate application of the nursing process to the care of adult, geriatric, pediatric, maternity and infant patients in the clinical setting.			X		X	
Utilize the nursing process and pharmacologic principles (level specific) when administering medications.					X	
Utilize nursing process and legal standards, construct accurate and complete Nursing documentation.					X	
Demonstrate and document an age-appropriate psychosocial and physical assessment of the infant, pediatric and adult patient differentiating between normal and abnormal findings.			X		X	
Apply assessment skills and maintain critical elements while performing skills learned in this course with patients across the lifespan.					X	
SLOs	ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
NRAD202D						
Utilize the nursing process, teaching, and learning principles based on interpretation of clinical data: (age, culture, ethnicity, pharmacology, labs, diagnostics, & nutrition).					X	
Demonstrate the ability to research and apply information and knowledge about patients' various pharmacologies in selected drug categories.					X	
Apply the nursing process to plan, implement, and evaluate care for patients with: hypertension, diabetes, and selected respiratory disorders.					X	
NRAD203						
Apply ethical and legal principles to nursing practice.					X	
Identify the RN scope of practice using the California Nurse Practice Act and ANA standards of practice.					X	
Demonstrate knowledge of the Caring Conceptual Framework as it relates to nursing practice.						
NRAD203A						
Demonstrate ability to prioritize interventions for client's based on integrated clinical data.						

ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
	Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
SLOs					
Utilize the nursing process and pharmacologic principles, level specific, when determining nursing interventions & appropriate patient teaching.					
Demonstrate application of the nursing process to the care of adults experiencing disorders in: a. musculoskeletal b. vascular c. nervous system d. respiratory e. connective tissue f. men & women's health g. hematology & oncology h. burns/skin i. GI disorders					
NRAD203B					
Demonstrate integration of patient medical condition, PMH, with medications, and labs with more complex patients.					
Utilize effective methods to organize and prioritize nursing care to multiple and more complex patients.					
Maintain critical elements of skills with multiple and more complex patients.					
Communicate effectively with the healthcare team.				X	
NRAD203D					
Demonstrate understanding of patient care when diagnosed with neurological disorders in the acute and rehabilitative phase.					
ILOs					
	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
	Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
SLOs					
Demonstrate understanding of patient care when diagnosed with endocrine disorders.					
Demonstrate understanding of patient care when diagnosed with genito-urinary disorders.					
Demonstrate understanding of patient care when diagnosed with acute or chronic renal disorders.					
NRAD204					
Apply ethical principles to my own nursing practice.		X			
Determine readiness and preparedness to transition into my new role as registered nurse.				X	
Explain various leadership and management styles providing examples of effective use.					
Integrate leadership knowledge into my own practice as a staff nurse.				X	
Demonstrate knowledge of leadership abilities, delegation and supervision skills based on legal scope of practice.			X		
NRAD204A					
Utilize the nursing process in the care of patients with mental health problems.					

SLOs	ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
	Apply accurate assessment of the patient with mental health problems.					
	Integrate psychiatric medications and their side-effects to a variety of mental illnesses.				X	
	Demonstrate knowledge of behaviors that define psychiatric illness.				X	
	Apply therapeutic communication techniques when caring for patients with mental health problems.					
NRAD204B						
	Demonstrate increasing independence with planning and prioritization of care for multiple patients with more complex problems.					
	Develop and coordinate a plan of care for patients and families in crisis.					
	Demonstrate increasing independence collaborating with the multi-disciplinary team to implement the patient plan of care and/or safe discharge.					
	Demonstrate self-directed learning through development and implementation of individualized learning objectives for preceptorship.		X	X	X	
NRAD204D						

SLOs	ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
	Develop nursing care plans for patient's with disorders of cardiac function.					
	Recognize and take action during emergent patient care situations (Rapid Response/Code/Blue).					
	Demonstrate interventions for managing the patient and family in crisis situations.					
NRAD219						
	Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills.					
NRAD219A						
	Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills at the level of an advanced beginner.					
NRAD219B						
	Demonstrate competency, and increased confidence, efficiency and accuracy while performing skills at the level of a proficient novice.					
NRAD222						
	Correctly identify, spell, and define combining forms, prefixes, and suffixes that are used to build medical terms.					

SLOs	ILOs	Scientific and Environmental Understanding	Social, Historical, and Global Knowledge and Engagement		Technical and Informational Fluency	
		Make decisions regarding environmental issues based on scientific evidence and reasoning	Analyze, evaluate, and pursue their opportunities and obligations as citizens in a complex world	Demonstrate understanding of world traditions and the interrelationship between diverse groups and cultures	Recognize when information is needed, and be able to locate and utilize diverse sources effectively and ethically	Produce and share electronic documents, images, and projects using modern software and technology
	Employ medical terminology accurately to describe pathologic conditions, laboratory test, and clinical procedures.					

E. Highlight changes made at the course or program level that have resulted from the SLO assessment. Please include the evidence of dialog that prompted these changes.

The program has designed its courses using a simple to complex structure, and faculty utilize SLO assessments to identify areas of improvement in the lab, competencies, and exams. These

assessments are discussed in program review meetings and changes to course objectives are made to ensure program objectives are continuously being met.

- F. Identify and describe any budget or funding requests that are related to student learning outcome assessment results. If applicable, be sure to include requests in the Resource Plan Worksheet ([download from this folder](#)) and review the [Resource Allocation Rubric](#).

The division prioritized a full-time simulation instructor to assist with set-up, coordination, and teaching simulations for the programs in the division. Having a simulation instructor would afford opportunities for developing and delivering quality simulations to match the capabilities of the mannequins in the SLO and NCC campuses.

The nursing program also prioritized a funding request for the Laerdal Scenario Cloud Subscription to complement the mannequins purchased last summer. The Scenario Cloud is a digital library that provides content for nursing instructors to manage and deliver scenarios. The mannequins offer assessment capabilities that include heart sounds, breath sounds, and cardiac rhythms. The Scenario Cloud would offer the opportunity to create scenarios using these settings to deliver more interactive learning experiences.

VII. PROGRAM DEVELOPMENT –

Indicate how the program supports efforts to achieve any of the following:

A. Institutional Goals and Objectives

Racial Diversity and advancing degrees ADN to MSN Pathway. To achieve institutional goals and objective planning to enhance the Nursing Curriculum are working on developing an action plan designed to reduce bias in simulated learning environments and enhance racial diversification in nursing education. The project encompasses key components as follows; Manikins and simulation faculty who will emerge students into an environment reflective of diversity, and inclusion and support equitable outcomes.

Nursing leadership professional development to support the implementation of Diversity, Equity, and Inclusion (DEI) by well-prepared educators in the delivery of DEI across the curriculum. This will prepare faculty to develop a DEI Committee for continuous and ongoing improvement of equity outcomes in the nursing department.

Faculty development and education to provide instruction that faces issues of racial injustice and incorporate across the curricula, and Increased and improved use of simulation with targeted learning objectives to eliminate racial discrimination in healthcare.

Plan to establish affordable 100% online access for Associate Degree in Nursing (ADN) students to Bachelors of Science in Nursing (BSN) pathway for concurrent enrollment program with options for an accelerated pathway to Master's Science Nursing (MSN) degree with a focus on targeted outreach and support care services designed to attract, recruit and retain underrepresented minority students.

B. Institutional Learning Outcomes

C. Program outcomes

The program supports efforts to achieve program outcomes by constantly evaluating the need for change or improvement in our program. We evaluate course SLOs and program outcomes annually during faculty meetings. This also supports the institutional goals, learning, and program outcomes by ensuring the program is strong and competitive as well as supporting students during the process. Student support and success are at the heart of our college and though our program is very challenging to students, most succeed and graduate as well as become RNs.

Indicate any anticipated changes in the following areas:

A. Curriculum and Scheduling

B. Support services to promote success, persistence, and retention:

C. Expansion of Success specialist role with LVN-RN cohort expansion planned. Additional counseling services for applicants for Nursing, RN, LVN to RN, LVN and potential for PT to RN would need expert counseling to help students with their prerequisites and management of their educational goals in nursing.

D. Facilities needs:

New Simulation classroom and lab space for Nursing and Allied health for the growth of programs. Currently, we share a small space with the Allied Health Programs for simulation and lab. This has become complicated with our need to expand the program.

Staffing needs/projections- New faculty will be needed for this expansion, possibly paid for by facility partners. Dedicated Admissions and Evaluation Coordinator to service all nursing and allied health programs that are trained in the evaluation process and who can provide appropriate counseling to applicants. Support from the Evaluations and Counseling departments has diminished as their requirements have grown, and this position may need to be housed in our division with office space and supplies, and adequate time to do the accurate and detailed work of over 400 applicants annually.

Additional faculty for cohort expansion to the RN program. RN Full-time Simulation faculty to be able to provide support for additional clinical requirements that the community partners cannot provide shifts or space. This is a concern with our specialties for pediatrics and obstetrics.

Lastly, address any changes in strategy in response to the predicted budget and FTES target for the next program review cycle.

Additional support and funds will be necessary to begin the additional cohort of LVN to RN/PT to RN by nursing faculty, simulation, equipment, and technology to support the growth.

The cost of BRN renewal of the RN program is up for renewal as of 2024 the BRN has increased their fee for this application process in addition to the planned LVN to RN/PT to RN program application fees.

VIII. END NOTES

If applicable, you may attach additional documents or information, such as awards, grants, letters, samples, lists of students working in the field, etc.

Discussions regarding the expansion of the nursing program have begun and options are being explored including expanding the LVN-RN pathway, increasing enrollment, and a Psychiatric Technician-RN pathway.

- IX. After completing and submitting this document, please complete the [Overall Program Strength and Ongoing Viability Assessment](#) with your Dean before **May 12, 2023**.

SIGNATURE PAGE

Faculty, Director(s), Manager(s), and/or Staff Associated with the Program

Instructional Programs: All full-time faculty in the program must sign this form. If needed, provide an extra signature line for each additional full-time faculty member in the program.

If there is no full-time faculty associated with the program, then the part-time faculty in the program should sign. If applicable, please indicate lead faculty member for the program after printing his/her name.

Instructional Programs: All full-time director(s), managers, faculty, and/or classified staff in the program must sign this form. (More signature lines may be added as needed.)

Monica Millard/Beth Johnson		3/3/2023
Division Chair/Director Name	Signature	Date
Genevieve Lidoff		Mar 3, 2023
Name	Signature	Date
Michalyn Maddelein		March 3, 2023
Name	Signature	Date
Darby Axelrod		March 3, 2023
Name	Signature	Date
Rick Staley	 <small>Rick Staley (Mar 3, 2023 11:11 PM)</small>	March 3, 2023
Name	Signature	Date
Lisa Matthews	 <small>Lisa Matthews (Mar 3, 2023 11:58 PM)</small>	3/3/2023
Name	Signature	Date
Deborah Adams		3/3/23
Name	Signature	Date
Nikki Rocha		3/3/23
Name	Signature	Date
Brita Blue		Mar 6, 2023
Name	Signature	Date

SUPPLEMENTAL DOCUMENTS

FACULTY HIRING PRIORITIZATION INFORMATION (IF APPLICABLE)

If your program requested a faculty position for consideration, please attach or embed the following worksheets that were presented to the College Council. The guidelines for faculty prioritization can be found here: [Faculty Prioritization Process Handbook](#)

APPLICABLE SIGNATURES:

Vice President/Dean

Date

Division Chair/Director/Designee

Date

Other (when applicable)

Date

The above-signed individuals have read and discussed this review. The Director/Coordinator, Faculty, and staff in the program involved in the preparation of the CPPR acknowledge the receipt of a copy of the Vice President/ Dean's narrative analysis. The signatures do not necessarily signify agreement.