

# YEARLY PLANNING DISCUSSION TEMPLATE

## General Questions

**Program Name** Licensed Vocational Nursing Program **Academic Year** 2025

**Source:** Shavaun Maxson, Assistant Program Director

1. Has your program mission or primary function changed in the last year?  
No
2. Were there any noteworthy changes to the program over the past year? (eg, new courses, degrees, certificates, articulation agreements)

The Department of Education initiated a mandatory change in curriculum hours resulting in adjustments to the program's clinical and theory hours. The proposed changes were approved on June 26, 2024, by the by the California Board of Vocational Nursing and Psychiatric (BVNPT) and later, by the college's Academic Policy and Procedure Committee. Changes have been implemented in January 2025.

Ref: Cindy.Fairchild@dca.ca.gov and <https://hancockcollege.curriqunet.com/>

The LVN program continues to offer our “Think like a nurse” course which is noncredit. The goal of this course is to supplement student learning by creating class activities to help develop the way students gather and process clinical data that will enable them to prioritize and respond to changing events in the clinical setting. According to a study on critical thinking which analyzed 73 RN and LVN nurses both seasoned and novices, 60% of the nursing errors were attributed to poor clinical decision. The study also found that most of those errors involved novice nurses. The authors concluded that good critical thinking and decision-making skills “generate the best possible evidence-based solutions in order to deliver safe client care” (Williams & Qiam, 2024).

- The LVN faculty is exploring the use of Kaplan to supplement the Think Like a Nurse course. Kaplan provides student the resources such as practice tests, tutoring, and RN admission consulting to increase their chance of passing their ATI PN predictor and LVN NCLEX exam.

Ref.: 1) AHC Think Like a Nurse syllabus.

2) Retrieved from [http://www.ncsbn.org/public-files/presentations/2024scisymp\\_williams-qian.pdf](http://www.ncsbn.org/public-files/presentations/2024scisymp_williams-qian.pdf) m Williams, N & Qian, H.

3) <http://www.kaplan.test>

3. Is your two-year program map in place and were there any challenges maintaining the planned schedule?

Yes, the two-year program map is in place but the challenges in maintaining the schedule are mostly due to staffing issues.

- 1) Obtaining sustainable money to fund additional clinical staff remains unmet. Currently, the program is receiving two grants (Culturally Responsive and

Innovation Fund) to fund the added support however these grants are temporary and are scheduled to expire during the summer semester this year.

- 2) The majority of nursing skills are taught in the LVN year thereby the program's need for a permanent skills lab needs to be addressed. W-21 and W-31 are currently assigned for VNs to use as a skills lab however; the building itself is on the schedule to be demolished.

4. Were there any staffing changes?

Yes, two part time faculty have left, and two new part time faculty were onboarded.

Full time: One full time faculty/ director will be retiring in June. This leaves an opening for full time faculty theory load, director position, and clinical load.

Part-Time: The scheduling challenges of having numerous part-time faculties remain. Currently we have 13 part time faculty. The majority of part-time staff work elsewhere and have very specific days when they are available. Most staff report that their bedside RN wage is higher than their teaching wage thus would not consider a full-time position.

5. What were your program successes in your area of focus last year?

The National NCLEX quarterly pass rate for 24/25 by BVNPT for the LVN Program pass rate was 100%. This result exceeds the State's average (see below) thus accounting for the program to maintain its status as one of the top 10 programs in California (BVNPT).

- AHC LVN Program Quarter Average Pass Rate for First-Time Program Candidates during **Quarter 4, 2024 was 97%**
- California's Quarter Average Pass Rate for First-Time Program Candidates during **Quarter 4, 2024 was 81%.**
- California's Annual Average Pass Rate for First-Time Program Candidates for **Quarter 4, 2024 was 84%.**

Ref: [bvnpt.org](http://bvnpt.org)

### Learning Outcomes Assessment

- a. Please summarize key results from this year's assessment.

There are three key measures assessed to determine if the VN program was meeting its outcomes:

1. Program Success: Comparison with Other Programs

The Nursing Schools Almanac published its ranking for 2024 and it ranked AHC LVN program as the second top LVN programs in California (out of

132 VN programs assessed) The Nursing Schools Almanac incorporates the following ranking programs: academic prestige, program breadth and depth, and student success on nursing licensure examinations

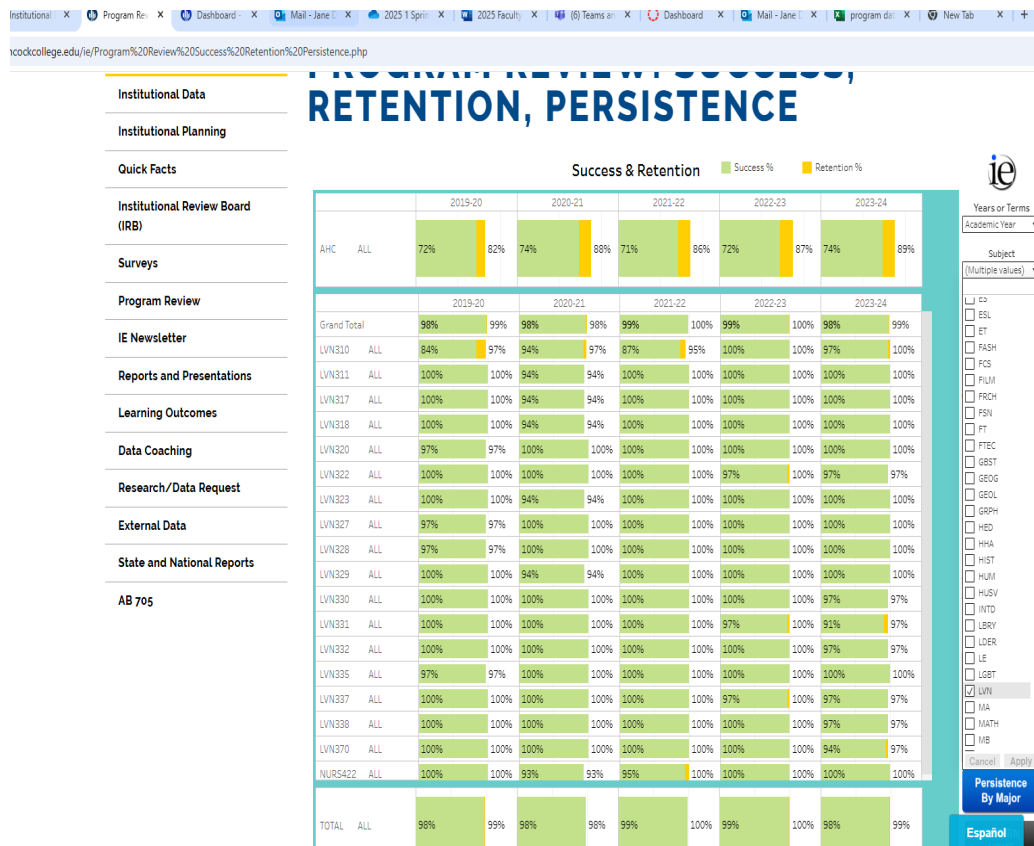
Ref: <https://www.nursingschoolsalmanac.com/rankings/lvn/california>

## 2. Program Licensure Pass Rate

See question #5

## 3. Success and Retention

The success rate for the LVN program from 2022-23 was between 91-100% while the retention rate was between 99-100%. The average for both success and retention exceed the college average of 74% for success and 89% for retention. (tableau/Institutional Research). It is good to keep in mind that the program's lower than usual success and retention average in 2022-2023 was due to student academic dishonesty/cheating.



Ref: Retrieved at  
<https://www.hancockcollege.edu/ie/Program%20Review%20Success%20Retention%20Persistence.php>

## 4. ATI PN Predictor Results

The ATI PN Predictor Exam is a comprehensive exam that allows the faculty of a program an overview of their students' readiness, when taken, for the NVLEX - PN licensure examination. In 2024, the AHC LVN group's ATI PN performance profile indicated that the students have performed above the individual national mean (results below):

- The percentage of Group Above Individual Mean was 85.3%. The Individual National Mean was 69.1%
- Student results are incorporated in the merit-based admission formula for the RN program.

Ref.: <https://www.atitesting.com/educator/solutions/comprehensive-predictor>

- b. Please summarize your reflections, analysis, and interpretation of the learning outcome assessment and data.

While the VN program continually seeks to find ways to improve student learning and experience, the data above clearly indicates that the overall program is successful in meeting its goals and outcomes.

- The learning outcomes reflect key performance indicators that were identified in the Quality and Safety Education for Nurses (QSEN) studies and established in 2005 and updated regularly. These QSEN learning outcomes drive the objectives for each program course and are integrated in the program's LVN board approved instructional plan. While learning outcomes are often met as evidenced by the program's continued above average Practical Nursing National Council of Licensure Examination (PN-NCLEX) pass rate, the NCLEX data does not reveal the individual's performance (who passed and who did not) and the data itself is not made available until three to four months after the students graduate from the LVN program. The faculty do recognize the need for individualizing the data collection process so as to better capture the program's strengths and areas for improvements.

- PLO Themes:

- 1) Practice Patient-Centered Care
- 2) Teamwork and Collaboration
- 3) Evidence-Based Practice
- 4) Quality Improvement
- 5) Safety
- 6) Informatics
- 7) Professionalism

- c. Please summarize recommendations and/or accolades that were made within the program/department.

Accolades (please refer to LOA #3 above). Summary of Recommendations:

- 1) Nursing Advisory Committee Meeting, November 2024

- The Director of Nursing (DON) for Marian Extended Care Center, Karissa Grider, asked that student clinical rotation at MECC be extended past the first weeks of the program. Several nursing directors in the area have made similar requests in the past verbalizing that longer exposure to long-term care for students may attract more LVN nursing graduates to work in long term care facilities where LVNs are needed the most.

2) Department meetings

The LVN program director presented the information gathered from the November 2024 Nursing Advisory meeting regarding the need that was expressed by local long term care directors. Currently, options to address their need are being explored.

3) Program Reviews, and Grant Reports

- Staffing ratio of 12 students per 1 instructor exceed the average local ratio.is well-documented. While grants have helped fund the additional clinical staff, grants are not sustainable.

- d. Please review and attach any changes to planning documentation, including PLO rubrics, associations, and cycles planning.

No changes to instructional plans or learning outcomes in 2024 however, the Department of Education issued a mandate that programs receiving Title IV must reduce their clinical and theory hours to 1530. This would require that the program reduce its theory by 6.6 hours and clinical by 32 hours. The changes went into effect in spring 2025.

**Distance Education (DE) Modality Course Design Peer Review Update (Please attach documentation extracted from the *Rubric for Assessing Regular and Substantive Interaction in Distance Education Courses*)**

The LVN program doesn't currently have any DE classes.

- a. Which courses were reviewed for regular and substantive interactions (RSI)?
- b. What were some key findings regarding RSI?
  - Some strengths:
  - Some areas of possible improvement:
  - What is the plan for improvement?

**CTE two-year review of labor market data and pre-requisite review**

- a. Does the program meet documented labor market demand?

- i. Unchanged Data: Nursing shortage remains (state and national) remains. Students in the program continue their schooling to complete the RN year. The students then graduate and obtain their license to work as a registered nurse. Currently, the nursing shortage is still an issue and while the RN graduates obtain work locally, the facility leaders continue to report that they are still experiencing a shortage. The RN program addressed their concern by expanding their admission from 35 to 50 students. The LVN program is expected to follow.

#### Job Market Data:

According to the US Bureau of Labor Statistics, job market for vocational nurses is projected to grow 6 percent from 2021 to 2031. The job market for registered nurses is also projected to grow 6%.

- b. How does the program address needs that are not met by similar programs?

In addition to the AHC LVN program, there are other three LVN programs in the area: Cuesta College, San Joaquin Valley College, and Santa Barbara City College. The need for all four programs remains evident as the nursing shortage continues (see above).

- c. Does the employment, completion, and success data of students indicate program effectiveness and vitality?

#### Success and Program Vitality

The program is one of the few ladder programs in California and the curriculum is arranged so students can advance to the RN year and obtain an associate degree in nursing. While the program may be more rigorous than a stand-alone LVN program, the results are clearly in support of maintaining its current structure (see #5)

- d. Has the program met the Title 5 requirements to review course prerequisites, and advisories within the prescribed cycle of every 2 year for CTE programs and every 5 years for all others?

Yes. While the LVN program is not an associate degree program; it is worth noting that applicants enroll in the program with the intent of advancing to the RN year to obtain their associate degree in nursing. .

- a. Have recommendations from the previous report been addressed?

Identified needs such a clinical instructor support and a skills lab technician remain unmet

Use the tables below to fill in **NEW** resources and planning initiatives that **do not apply directly to core topics. This section is only used if there are new planning initiatives and resources requested.**

**Sample:**

New Program Planning Initiative (Objective) – Yearly Planning Only	
<b>Title (including number):</b>	ER Obj-2 Video Speeches for Student Learning and enhancement
<b>Planning years:</b>	(The academic years this will take to complete) 2021-22 to 2024-25
<p align="center"><b>Description:</b></p> <p>(A more detailed version of initiative. Please include a description of the initiative, why it is needed, who will be responsible, and actions that need to happen, so it is completed.)</p> <p>The success levels of our courses have indicated that students need to be able to review their own speeches. Videotaping the student's speech provides a very constructive approach to review and improve their oratory skills.</p>	
<p><b>What college plans are associated with this Objective? (Please select from the list below):</b></p> <p> <input type="checkbox"/> Ed Master Plan              <input type="checkbox"/> Student Equity Plan              <input type="checkbox"/> Guided Pathways              <input type="checkbox"/> AB 705  <input type="checkbox"/> Technology Plan    <input checked="" type="checkbox"/> Facilities Plan    <input type="checkbox"/> Strong Workforce    <input type="checkbox"/> Equal Employment Opp.  <input type="checkbox"/> Title V         </p>	

New Program Planning Initiative (Objective) – Yearly Planning Only	
<b>Title (including number):</b>	ISLO 4/PLO 4: High Fidelity Simulation Manikin in leu of VR
<b>Planning years:</b>	(The academic years this will take to complete) 2023-2024
<p align="center"><b>Description:</b></p> <p>(A more detailed version of initiative. Please include a description of the initiative, why it is needed, who will be responsible, and actions that need to happen, so it is completed.)</p>	
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New Program Planning Initiative (Objective) – Yearly Planning Only	
<b>Title (including number):</b>	ISLO 4/PLO 4: Instructional iPads – enables faculty to complete electronic forms such as student clinical evaluations, skills lab evaluations, facility orientation, conference reports, etc.
<b>Planning years:</b>	(The academic years this will take to complete)
<p align="center"><b>Description:</b></p> <p>(A more detailed version of initiative. Please include a description of the initiative, why it is needed, who will be responsible, and actions that need to happen, so it is completed.)</p>	
<p><b>What college plans are associated with this Objective? (Please select from the list below):</b></p> <p><input type="checkbox"/></p>	

<input type="checkbox"/>	<input type="checkbox"/>	Ed Master Plan	Student Equity Plan	Guided Pathways	AB 705/1705
<input type="checkbox"/>					
x		Technology Plan	Facilities Plan	X Strong Workforce	Equal Employment Opp.
<input type="checkbox"/>					
Title V					

<b>Title (including number):</b>	ISLO 2/PLO 1: Long Term Care Clinical Support - to extend student clinical experience in long term care and promote long term care as a career option to acute care
<b>Planning years:</b>	(The academic years this will take to complete) 2024-2025
<b>Description:</b> (A more detailed version of initiative. Please include a description of the initiative, why it is needed, who will be responsible, and actions that need to happen, so it is completed.)	
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New Program Planning Initiative (Objective) – Yearly Planning Only	
<b>Title (including number):</b>	ISLO 2/PLO1: Kaplan Test Prep and Tutoring
<b>Planning years:</b>	(The academic years this will take to complete) 2024-2025
<b>Description:</b> (A more detailed version of initiative. Please include a description of the initiative, why it is needed, who will be responsible, and actions that need to happen, so it is completed.)	
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**Resource Requests:** Please use the Resource Request Excel template located on the Program Review web page to enter resource requests for equipment, supplies, staffing, facilities, and misc. resources needed. Send completed excel document along with completed program view core topic for signature.

Dept	Program	Source	Year	Initiative (Objective) Reference	Resource Need	Requested Item(s) Please include per item
English	English Rhetoric	Yearly Planning and Core	2022-2023	ER OBJ - 2	Equipment	video cameras \$600 each

Enter equipment requests below. Equipment is defined as having useful life of more than one year AND a purchase price of more than \$200 each including tax. This includes all items that are part of the initial purchase.

**EQUIPMENT NEEDS**

Ready Accessibility: Investigate 87%

## Area of Focus Discussion Template

### ACADEMIC SERVICES AND SUPPORT

**Academic Services and Support** – assess and improve relationship with tutorial services, library, counseling, learning assistance program (LAP), etc. and evaluate co-curricular support courses.

**Possible topics:**

- Collaborate with student success team members to ensure institutional barriers are mitigated.
  - Review and summarize student support options.
  - **Implement student surveys and evaluate results.**
  - Assess co-curricular support programs and services.
1. What data were analyzed and what were the main conclusions?

#### SURVEYS AND EVALUATE RESULTS

As previously reported in our 2024 yearly planning, the program continues to excel as evidenced by the following outcomes: high success and retention rate, above average ATI PN predictor group score, and above average NCLEX – PN pass rate.

The program director conducts a facility survey which is given to the students to complete. The results of those survey are generally favorable as when problems arise, the director and/or the address the issue immediately before the problem escalate. The results for 2023/2024 Survey are:

- **Program Evaluation:**

Program evaluations are conducted regularly and required by BVNPT.

The college also mandates its programs to conduct an Annual Program Review with the intent that the program identifies its strengths and weaknesses/needs and to report actions that will improve its future processes. In 2022, the program had undergone a BVNPT program evaluation and visit, and the results were favorable as BVNPT extended its approval for another four years.

- **Facilities/Clinical Sites Evaluation:**

In 2023, students were asked to evaluate the program's primary clinical site

Survey results were:

- 1) The clinical experience gave me adequate opportunity to practice common nursing procedures. Results: 67% Strongly agreed; 33% Agreed.
- 2) The majority of the staff at the clinical facility was welcoming and helpful to students. Results: 50% Strongly Agreed; 50% Agreed

- 3) The number of clients and the variety of diagnoses was appropriate to my learning needs. Results: 83% Strongly Agreed and 27% Agreed.
4. The equipment available at the clinical site was adequate for my learning needs. Results: 83% Strongly Agreed and 27% Agreed.
- 5) The nursing staff at the clinical facility functioned as good role models.

#### Faculty evaluation:

Faculty evaluation is an ongoing process and required by BVNPT and the College. The evaluation process includes the following: student evaluation, worksite observation, self-evaluation, and response to student evaluation. Any student concerns are discussed with the faculty in a collaborative manner.

#### STUDENT SUPPORT OPTIONS:

Please refer to the Assessment Plan regarding student support options and needs.

2. Based on the data analysis and looking through a lens of equity, what do you perceive as *challenges* with student success or access in your area of focus?

#### Challenges:

- Limited IT/faculty buy-in/support to successfully run the BVNPT approved Virtual Reality Simulation.
  - Limited sustainable funds to reduce the above local average (7:1) student-to-instructor ratio (12:1)
  - Limited academic support for the increasing number of English Language Learners, e.g. nursing tutor, skills lab technician to assist with skills lab remediation, etc.
  - Improve outdated skills lab and classroom.
3. What are your plans for change or *innovation*?
    - New sim lab
      - Currently the Lab space used for simulation in the LVN program is W21. This space requires ongoing maintenance due to its aging structure.
    - High fidelity mannequin
      - Exploring resources to acquire a high-fidelity mannequin to replace VR and augment the current role play simulation.
    - Staffing
      - BVNPT is re-evaluating the staffing student-to-instructor ratio from 15:1 to 10:1. If passed, the mandate would require hiring of new faculty to stay within board requirements.
    - Assistant DON
      - Exploring resources to fund the load reassignment for an assistant DON position. This would help to offset the high workload of BVNPT requirement as well as assist in the reaccreditation process of the LVN program in spring of 2026.

4. How will you *measure* the results of your plans to determine if they are successful? The success of these plans will be measured in several different ways. One of these ways would be through student satisfaction surveys. The student surveys would be completed on the simulation space, the staff, and the facilities. The nursing advisory in the community would also give feedback on the success of the innovation during quarterly advisory meetings. The health sciences department would give feedback as well during monthly department meetings.

**Validation for Program Planning Process: If you have chosen to do the Validation this year, please explain your process and the findings.**

6. Who have you identified to validate your findings? (Could include Guided Pathway Success Teams, Advisory Committee Members, related faculty, industry partners or higher education partners)

No validation chosen

7. Are there specific recommendations regarding the core topic responses from the validation team?

No team identified

Based on the narratives for the prompts above, what are some program planning initiatives (objectives) and resources needed for the upcoming years? Use the tables below to fill in **NEW** planning initiatives. ***This section is only used if there are new planning initiatives that pertain to the Core Topic only.***

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11		Dept	Program	Source	Year	Initiative (Objective) Reference	Resource Need	Requested Item(s) Please include per item
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**EQUIPMENT NEEDS**

Ready Accessibility: Investigate 87%

New Program Planning Initiative (Objective) – Core Topic Only	
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<b>Planning years:</b>	(The academic years this will take to complete)

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- ☐ Ed Master Plan ☐ Student Equity Plan ☐ Guided Pathways ☐ AB 705/1705
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- ☐ Title V

**New Program Planning Initiative (Objective) – Core Topic Only**

**Title (including number):** [See planning initiatives above.](#)

**Planning years:** *(The academic years this will take to complete)*


**Description:**

*(A more detailed version of initiative. Please include a description of the initiative, why it is needed, who will be responsible, and actions that need to happen, so it is completed.)*

What college plans are associated with this Objective? (Please select from the list below):

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Program Review Signature Page:

  
Shavaun Maxon (May 2, 2025 11:53 PDT)

Program Review Lead

05/02/2025

Date

  
\_\_\_\_\_  
Thomas F. Lamin

Program Dean

05/02/2025

Date

  
\_\_\_\_\_  
Vice President, Academic Affairs

Vice President, Academic Affairs

07/18/2025

Date











# LVN\_2024-25 Program Review\_academic&support services

Final Audit Report

2025-07-18

Created:	2025-05-01
By:	Kara Mushegan (kara.mushegan@hancockcollege.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA4oPdeBV6zLMdc-loiMTRYslS0v14tP5s

## "LVN\_2024-25 Program Review\_academic&support services" History

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2025-05-01 - 8:20:37 PM GMT
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2025-05-02 - 6:53:01 PM GMT- IP address: 172.56.187.89
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Signature Date: 2025-05-02 - 6:53:18 PM GMT - Time Source: server- IP address: 172.56.187.89
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Signature Date: 2025-05-02 - 7:19:48 PM GMT - Time Source: server- IP address: 174.226.121.110
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✔ Agreement completed.

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