

PROGRAM INFORMATION	Program	LPN (Licensed Practical Nursing)
	Submitted by:	Carena Jarding
	Year	2024-2025
	Date of Review	2025-01-10
	Form Key	58ce9242-760f-4341-83fc-93dae84b264c
PROGRAM OUTCOMES	Explain how program outcomes were reviewed this year (i.e., input from advisory board, instructors, students, etc.) and changes made, if any:	Program outcomes were reviewed through a variety of methods to include student feedback from monthly student representative meetings, faculty feedback and review of courses, bi-annual advisory board meetings, purchased ATI proctored assessment exams, student clinical and course evaluations, practicum evaluations, student exit surveys, student alumni surveys, and simulations; in-person and virtual, and clinical site feedback. No changes to the program outcomes were made through the 2023-2024 year.
	Outcomes are up to date in WIDS and on the program's web page	Yes
SYLLABI	ADA Statement	Yes
	Competencies	Yes
	Course Description	Yes
	Course Title and Number	Yes
	Credit Hours	Yes
	Freedom of Expression Statement	Yes
	Grading Criteria	Yes
	Instructor	Yes
	Academic Integrity Policy	Yes
	Nondiscrimination Statement	Yes
	Office Hours/Contact Information	Yes
	Prerequisites	Yes
	Required Text(s)	Yes
	Syllabi Up to Date in WIDS	Yes
Explain which syllabi were reviewed this year; input received from advisory board, instructors, students, etc. regarding course objectives and textbooks used; and changes made, if any.	<p>All Syllabi were reviewed. The following discussion and changes were made:</p> <ol style="list-style-type: none"> Review of LPN 100 Course and Syllabi: Course syllabi, competencies, and objectives reviewed. No changes needed at this time. It is worth noting that with the addition of the dosage calculations into the course, the ATI proctors score did increase very slightly. Review of LPN 101 course and syllabi: Course syllabi, competencies, and objectives reviewed. No changes needed at this time. Sara commented that she is going to start incorporating more engage fundamentals modules into the course. Review of LPN 102 course and syllabi: Course syllabi, competencies, and objectives reviewed. No changes needed at this time. Faculty are continually reviewing the skills check-off list and will make changes for next year. Review of LPN 103 course and syllabi: Course syllabi, competencies, and objectives reviewed. No changes needed at this time. Review of LPN 105 course syllabi and course competencies: Sara made a motion to make the following changes in language of the course competencies and objectives: Add "and Clinical Judgement Model" after "the nursing process" to the following competencies: #1, #2, #5, #8, #9, #11, #13, #14, #16, #18, #19, and #20; Competency #2 add "nursing" before intervention and replace "taking action" with and "priority action"; Competency #4, learning objective D "add "of the musculoskeletal system" at the end of the statement; Move competency #6, objective "C" to competency #5; Remove Competency #22 objective A. This objective is a duplicate of "E" Review of LPN 106 course syllabi and course competencies: No changes needed. 	

		<p>7. Review of LPN 107 course syllabi and course competencies: Kim made a motion to change the following language of the course competencies and objectives: Change #19 Determine the Nursing care Needs of a child with a respiratory disorder, bullet point #4: Change “5 years of age” to child.</p> <p>8. Review of LPN 108 course syllabi and course competencies: No changes needed. Kim mentioned that she would like to provide the nurses at the Grassland clinic an opportunity to provide informal feedback of the students’ performance from their perspective. Kim will develop a simple form for the nurse at Grasslands to fill out on each student.</p> <p>9. Review LPN 110 course syllabi and competencies and objectives: No changes at this time.</p> <p>10. Review LPN 111 course syllabi and competencies and objectives: No changes at this time.</p> <p>11. Review LPN 112 course syllabi and competencies and objectives: No changes at this time.</p>
PROGRAM COMPETENCIES	Explain how competencies were reviewed this year (i.e., input from advisory board, instructors, students, etc.) and changes made, if any:	Faculty members review the course competencies and objectives at the completion of each semester. During the past year in LPN 107 and LPN 105, there was language change or removed for redundancy to a couple of the course objectives. LPN 108 Maternal and Child Nursing clinical course competencies and objectives were reviewed with the Advisory Board members in the Fall of 2023.
	WIDS Up to Date	Yes
COURSE ASSESSMENTS USED IN PROGRAM CHECKLIST	Capstone	Yes
	Class Participation	Yes
	Clinical/internship observations	Yes
	Examinations	Yes
	Comprehensive Final Exams	Yes
	Journals	Yes
	Lab Demonstrations	Yes
	Oral Examinations/Presentations	Yes
	Other Projects	Yes
	Peer Evaluations	Yes
	Portfolio Projects	No
	Quizzes	Yes
	Self-Evaluations	Yes
	Simulations	Yes
	Videos of Student Mastery	Yes
	Written Essays	Yes
Written Reports	Yes	
ALIGNED AND APPROPRIATE ASSESSMENTS	Assessments used in the program are matched to the outcomes/competencies for the program.	Yes
	Explain changes in the assessments used in your program since your last review (include input received and rationale).	<p>Additional/changes to assessment within the LPN program include:</p> <ol style="list-style-type: none"> Revised the manner in which students are assessed within their LPN 102 competencies. Students are given a grade on their first attempt. In awareness that all students learn at different paces, students are able to repeat the required competencies as many times as it takes for them to pass. However, if that competency is required during their clinical time, the student will not be allowed to attend clinical until that competency is met. Added Next Generation NCLEX style questions to exams Added pooled questions to exams Increased the use of ATI assessment tools and products

	<p>Give examples of how assessments used in the program reflect higher-level thinking skills, such as applications, analysis, synthesis, and evaluation.</p>	<p>Higher level thinking is used every day within the clinical setting where patient care decisions are made based upon assessment data and then clinical decisions are based upon evidence-based practice. The clinical judgement model is a framework taught to the students that assist with “nurse thinking” and decision making in a systematic manor that starts with data collection and assessment, analysis of that data, determining what that means for the patient, acting on that data, and then evaluating the interventions that were performed.</p>
<p>INDUSTRY CERTIFICATIONS</p>	<p>Explain any changes made or planned in the program based on assessment of industry certifications used in the program.</p>	<p>No changes to the program based upon the NCLEX-PN results. The 2024 cohort had a first time NCLEX-PN pass rate of 100%. The program continues to require HIPPA certification as well and it is obtained through the ATI assessment platform.</p>
<p>INTERNSHIPS/ CLINICALS</p>	<p>How do you evaluate program competencies or learning objectives during internship/externship experiences?</p>	<p>The LPN program has a practicum, LPN Capstone Practicum, at the end of the 3rd semester where students are 1:1 with a nurse in a practice setting of their choice. The student’s preceptor is provided with a course syllabus, practicum guide and an evaluation tool that reflects the practicum course objectives and competencies. This tool is completed at mid-term and again at the completion of the practicum experience. The evaluation tool is completed by the preceptor in conjunction with the nursing faculty to provide student feedback over course outcomes and objectives along with corresponding points for the course. Reflective journaling on topics like QSEN competencies is also included within the curriculum of LPN 150. These topics correlate back to program competencies and learning objectives of the course. Faculty members make virtual visits with the student and preceptor at least once during the experience.</p>
	<p>As you reviewed results of internship/externship evaluations, what curriculum changes were made or are planned in your program?</p>	<p>The summer 2024 LPN 150 preceptor evaluations of the practicum experience are reviewed every year at the completion of the experience. The preceptor evaluation of their experience for the Summer 2024 cohort had a mean score of 4.75 of higher on a 1-5 Likert scale; with 4 of 16 preceptor returning the evaluation. The return of this year’s evaluations increased by 25%, which could be contributed to the evaluation form that was made available electronically to all preceptors to complete with an easy QR code or direct link to the survey. There was feedback from the preceptors that they would like to have the option to add more comments within each of the assessed competencies. A comment section will be added to each section of the evaluation form. All qualitative data was analyzed as well with no further changes to the practicum experience.</p> <p>Student evaluation of the practicum experience was also reviewed for the 2024 cohort. A mean score of 4.0 or higher was present on all survey items of the survey. The lowest mean score was for the item: ““Made a personal visit, either in person or virtual, to the practicum site.” To add clarity of the actual process that takes place during the practicum visit process, the evaluation item will be changed to “Made a virtual visit during the practicum experience.” The qualitative data was reviewed with no concerns noted.</p>
<p>ENROLLMENT</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The enrollment for the 2023-2024 school year was at 78% (25 of 32). We continue to meet the benchmark of 75% or higher of its enrollment cap. The program instructors and director continue to recruit students through various career fairs throughout the state and events held on campus.</p>

<p>RETENTION</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The 2023-2024 LPN retention was at 84% with a 5 year average of 73.2%. The 5-year data did not meet the 5 year benchmark. The program faculty, director, CSS, and admission staff continue work to retain LPN students which has led to additional resources for students that include:</p> <ol style="list-style-type: none"> 1. The addition of a quiet study area in the Campus Center with 24 hr access to the study area in the Tech Center 2. Increasing the fall orientation session to a full day 3. Peer mentoring through the CSS
<p>GRADUATION</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The 2023-24 graduation rate was at 84% with a 5-year average of 75%, which is above the 70% benchmark.</p>
<p>PLACEMENT</p>	<p>Does the most recent year's data meet this benchmark? If not, explain a single-year anomaly or explain what strategies your program will implement to address a pattern (two or more years) of not reaching this benchmark.</p>	<p>The placement rate for the class of 2023 was again at 100% of the graduates having a job in the nursing field. The job placement rate for the past 5 years is at 100%.</p>
<p>STUDENT SATISFACTION</p>	<p>If this benchmark is not met, what strategy or strategies will be implemented to address this measure?</p>	<p>The Noel-Levit survey was completed in the spring of 2024 with 19 students completing the survey. There were 4 areas with a gap of greater than 1: "The quality of instruction in the vocational/technical programs is excellent", "Faculty are understanding of students' unique life circumstances", "Faculty take into consideration student difference as they teach a course", and "Faculty are interested in my academic problem." The later surveyed item had the highest gap at 1.66. For the 2024-25 school year, LPN faculty are being much more intentional with connecting with students and creating plans for success for those that are not meeting benchmarks to ensure that they are getting the support that they need to be successful. Additionally, faculty members continue to develop teaching and learning strategies that are diverse and reach across all learning styles. Faculty members also engage in faculty development workshops, webinars, and conferences.</p> <p>In addition to the Noel-Levit survey, a yearly student satisfaction survey is completed by the LPN students at the completion of the program to evaluate their overall satisfaction of the program, teaching and learning. The following items were surveyed on a 1-5 Likert scale with a benchmark of a mean score of a 4 or higher on each surveyed items. The class of 2024 survey items met that benchmark in all areas did not meet the benchmark in all areas. Area specific to the LPN program included "Overall, the elected student representatives were an effective means of participation in program governance and ongoing communication with faculty." With this feedback, the faculty members changed the process of student representative elections and being very specific on expectations and duties of a student representative. Each elected student is now required to sign a contract of expectations.</p> <p>Aug. 2024</p> <p>I-F Overall, I am satisfied with the nursing program at MTC. 4.77 I-F Overall, I feel adequately prepared for the LPN role. 4.17 V-C Overall, the general education courses for the nursing program enhanced my nursing knowledge and practice English 4.22 Mathematics 3.88 General Psychology 3.44 Overall, I was you satisfied with the faculty teaching in the classroom. 4.33 Overall, I was you satisfied with the faculty teaching in the clinical area. 4.67</p>

		<p>IV-A Overall, I was satisfied with the assistance I received from my advisor. 4.25</p> <p>II-F Overall, I was satisfied with the learning resources available. 4.5</p> <p>II-F Overall, the availability and accessibility of learning resources such as ATI and Evolve were sufficient to meet my needs. 4.75</p> <p>II-D Overall, program publications, documents, and policies were up-to-date and accurately reflected program practices. 4.67</p> <p>II-F Overall, technology was current, up to date, and sufficient to meet my needs. 4.75</p> <p>IV-A Overall, I was satisfied with the academic support provided. 4.5</p> <p>II-B Overall, the elected student representatives were an effective means of participation in program governance and ongoing communication with faculty. 3.67</p> <p>IV-B Overall, the nursing policies were implemented in a consistent and equitable manner. 4.0</p> <p>V-H Overall, the grading policies were clearly defined at the beginning of each course and were consistently applied by faculty. 4.25</p> <p>IV-D Overall, the student handbook explained the program and college policy for handling program complaints and grievances. 4.33</p> <p>IV-C Overall, the communication of changes in policies, procedures, and program information was clearly and consistently communicated to me in a timely manner. 4.25</p> <p>V-E Overall, the clinical sites provided were sufficient to meet my needs. 4.17</p> <p>II-F Overall, the classrooms were sufficient to meet my needs. 4.67</p> <p>II-F Overall, the skills lab was sufficient to meet my needs. 4.25</p> <p>II-F Overall, I was satisfied with my simulation experience. 4.33</p> <p>V-I Overall, I was satisfied with technology support. 4.42</p> <p>V-I Overall, information for technology requirements, orientation, and policies were clear, accurate, consistent, and accessible. 4.5</p> <p>IV-A Overall, I was satisfied with student resources available to me including:</p> <ul style="list-style-type: none"> • Tutoring 3.4 • Counseling Services 3.5 • Career Services 3.5 • Virtual library 4 • Financial Aid 4.17 • Technology support 4.3 • Campus Store 4.5 • Online Bookstore (Akademos) 3.91
<p>ALUMNI SATISFACTION</p>	<p>If this benchmark is not met, what strategy or strategies will be implemented to address this measure?</p>	<p>MTC sent an institutional 3-year alumni survey to all LPN graduates. There were 10 alumni that completed the survey. 100% of alumni indicated that they were either satisfied or very satisfied with their overall career preparation. The survey met the 80% or greater satisfaction benchmark. The survey results were reviewed by faculty members with no recommendations for changes at this time.</p> <p>Additionally, the program 6-month alumni survey was sent out February 2024. There was a 11% participation rate. The survey looks at the alumni's satisfaction and confidence in meeting the program outcomes 6 months after graduation. The following items are surveyed on a 1-5 Likert Scale with a benchmark set at a mean score of 4 or higher for each survey item. All surveyed items have met the benchmark. Faculty reviewed all results, including the qualitative comments. No changes to the program at this time.</p> <p>Student Survey Question February 2024</p> <p>1 I am comfortable communicating with clients, significant others, and members of the interdisciplinary health care team. 5</p> <p>2 I am comfortable communicating relevant, accurate, and complete patient information. 5</p> <p>3 I feel empowered to supervise and evaluate delegated aspects of client care to qualified UAPs. 5</p> <p>4 I feel adequately prepared to utilize information technology to support and communicate patient care. 5</p> <p>5 I am comfortable communicating through appropriate channels of communication. 5</p> <p>1 Completion of my LPN at MTC has shaped my view of ethical, legal and regulatory nursing frameworks. 5</p> <p>2 I understand the scope and standards of nursing practice. 5</p>

		<p>3 I feel empowered to seek and utilize educational opportunities for life-long learning, competence, and advanced career opportunities. 5</p> <p>4 Completion of my LPN at MTC has shaped understanding of my strengths and limitations to improve nursing care. 5</p> <p>5 I feel empowered to maintain accountability for my actions. 5</p> <p>6 I feel empowered to be an advocate for the patient. 5</p> <p>7 I feel empowered to be a positive role model. 5</p> <p>8 I feel empowered to participate in professional nursing organizations. 5</p> <p>9 I understand the impact of economic, political, social, cultural, spiritual, and demographic force on my role as an LPN. 5</p> <p>10 I feel empowered to provide a safe physical and psychosocial environment for the patient. 5</p> <p>1 I feel empowered to provide and promote the patient's dignity. 5</p> <p>2 I feel empowered to identify and honor the emotional, cultural, religious, and spiritual influence of the patient's health. 5</p> <p>3 I feel empowered to demonstrate caring behaviors and nursing interventions grounded in evidence-based practice. 5</p> <p>4 I feel empowered to assist the patient and family unit to achieve optimum comfort and functional ability. 5</p> <p>5 I understand my responsibility to protect patient rights and confidentiality. 5</p> <p>1 I am confident attained physical, developmental, spiritual, cultural, functional, and psychosocial assessment data. 5</p> <p>2 I am confident collecting data following established guidelines and protocols. 5</p> <p>3 I am confident evaluating patient responses to nursing interventions. 5</p> <p>4 I am confident reporting data to appropriate health care personnel. 5</p> <p>5 I feel adequately prepared to accurately document patient care. 5</p> <p>1 I am confident prioritizing nursing care. 5</p> <p>2 I am confident referring client care to other health care members when outside the scope of practice for the LPN. 5</p> <p>3 I feel empowered to provide nursing care in a meaningful and cost-effective manner. 5</p> <p>4 I am confident utilizing technology when providing patient care. 5</p> <p>1 I am confident utilizing knowledge of normal values to identify deviations in patient health status. 5</p> <p>2 I am confident contributing to the formulation, review, and revision of a patient's plan of care in consultation with the registered nurse. 5</p> <p>Overall, I am satisfied with the educational experience that I received from Mitchell Technical College 5</p>
EMPLOYER SATISFACTION	If this benchmark is not met, what strategy or strategies will be implemented to address this measure?	An Employer satisfaction survey was completed in the Fall of 2024. There were 11 participants of the survey. 100% of those surveyed answered that they are satisfaction with the graduates' preparation. Benchmark was met. The qualitative data was reviewed with no changes based upon the data.
PROFESSIONAL DEVELOPMENT	What professional development activities have instructors in this program completed in the last year?	The LPN faculty participate in a variety of professional development activities and have access to free on demand webinars specific to nursing education. Specific areas of professional development activities include attending child expo, master's and doctorate degree coursework, technology in simulation for nursing education, disaster day training event, connecting learning strategies to clinical judgement, and work hours in the clinical setting in the RN role.
	How were these activities used to improve this program?	Both nursing industry and educational activities help build an evidence-based practice nursing program that facilitates new learning strategies and direct nursing care information directly to the student. To provide a wholistic program to ensure continual
PROFESSIONAL ORGANIZATIONS	Do faculty members belong to professional organizations associated with this program?	Yes

	If no, explain why.	All LPN faculty members are member of the national American Nurses Association and state SD Nurses Association.
	Are students made aware of the professional organizations for their career field?	Yes
ADVISORY BOARD RECOMMENDATIONS	What changes were or will be made to this program based on feedback provided at the past year's advisory board meeting(s)?	The nursing advisory board met in May and November. There was discussion of the change in scope of practice for the LPN with in the state of SD. One advisory board member did comment that this is going to make a large impact on the acute healthcare facilities within the state of SD. The LPN program will be making those updated practice changes immediately within the LPN program to ensure that when they graduate, they will be taught to their fullest scope of practice of SD.
	Implementation Date	2025-01-10
	Indicate the personnel responsible for implementing the change(s):	Entire LPN faculty members.
PROGRAM IMPROVEMENT PLANS AND BUDGET	As you review this past year, what changes do you propose for the next school year that will affect the program's budget?	No changes to the program that would affect the LPN program's budget.
	Cost	