





Joint Nursing Advisory Committee Meeting May 8, 2025 9:00am – 11:30am CSU Channel Islands

NAMES OF ATTENDEES	ATTENDANCE; Present or Absent	Name of Company, Business, College, High School	Email Address	Telephone Number
Nursing Chair, Dr. LaSonya Davis	Present	CSU Channel Islands		
Nursing Coordinator, Christina Lee	Present	Moorpark College		
Nursing Director, Dr. Sandra Melton	Present	Ventura College		
Refer to sign-in sheets				
Industry Partners				
Dean				
Faculty				
Staff				
Students				
Guests				

AGENDA

ACTION SUMMARY

	Notes	ACTION
Welcome and Introductions	Welcome by Nursing Directors and introductions are given at each table.	
Moorpark College	Refer to PowerPoint	
	Program enrollments	
	 FA24 admitted 38 students, attempted 40 	
	• SP25 admitted 39 students, attempted 40	
	 Receives 280 applications each semester 	
	• Admission seats 40-42, max of 44	
	 Pediatric clinical placements are roadblock, continuing 	
	to look for additional clinical settings	
	 Student withdrawals are related to medical, family 	
	crisis, financial barriers	
	 Total program enrollment – 137 	
	• Pre-pandemic was 143	

	Program admissions
	• Admissions process utilizes multi-criteria – admitting
	85% based on merit
	Review of demographic information
	Grants supporting program – CCCO Enrollment Growth Grant and CCCO Strong Workforce
	 Experiencing grant reductions leading to decreasing support for students
	 Ex. no longer able to provide NCLEX review course
	Reviewed retention rates and strategies
	 Graduation statistics – 67 students this academic year
	 NCLEX pass rates and strategies to maintain presented and discussed
	o FA24 100%
	 Graduate employment rate presented and discussed 0 100% 12mos post-graduation
	Graduates pursuing advanced degrees and strategies to promote
	pursuit reviewed
	EOPSLOs presented and discussed
Ventura College	Refer to PowerPoint
	Graduation statistics
	○ SP25 – 34
	\circ Academic year – 71
	• 2022-2023 large dip due to enrollment cut because of
	COVID
	 Program outcomes – NCLEX Pass Rates – presented and
	discussed
	• Past 3 semesters 100% NCLEX pass rates
	 Program outcomes – Employment – presented and discussed
	 100% employed within 1-year post-graduation
	 Almost all are employed at acute hospitals Graduates purguing advanced degrees and strategies to promote
	Graduates pursuing advanced degrees and strategies to promote pursuit reviewed
	pursuit reviewed
	Review of demographic information
	Program outcomes - Completion Rate – presented and discussed
	• Chart shows Generic, AP, Aggregate, and Ultimate
	Reviewed retention rates and strategies
	• Discussed current state mental health of student
	population
	Utilizing Clinical Judgement Model
	EOPSLOs presented and discussed
	 Patient-centered care, Communication, Leadership,
	Legal and Ethical Principles
	• Review of ATI assessment measures
	• Health Science Center – skills lab overview, AI high fidelity
	simulator obtained
	Rebuilding Nursing Infrastructure grant obtained – focus will be
	to develop a concurrent ADN to BSN program with CSUCI, set

	to start in Fall 2026	
	• Enrollment – admitting 60 students per semester	
CSU Channel Islands	 Refer to PowerPoint Admissions BSN Fall 2025 – 64 students RN/ADN to BSN Summer 2025 – 45 MSN Summer 2025 FNP track – 51 generic, 15 post masters 	
	 NCLEX Pass Rates Rates have been gradually improving since COVID Currently 93.55% Faculty have implemented 2 new comprehensive exams and mandatory remediation 	
	 Graduation Statistics Camarillo cohort 50 Goleta cohort 22 RN/ADN to BSN 14 MSN – FNP track 15, Post Masters 5, ED track 3 Ed program paused and will not return 	
	 Updates Leadership LaSonya Davis to retire at end of year Neomi Congello will be chair New lab expansion – to include room like a patient home, approved to add 2 classrooms (peds and OB) Prelicensure Curriculum Change – major change in process, rollout in 2026 Concurrency program – more information to come 	
Community Memorial Hospital – Debbie Wilkes	 BSN-FNP/DNP & MSN-DNP - to admit for Fall 2027 Refer to PowerPoint Epic Conversion - May 3rd Virtual Nursing 2024 - launched August 13, 2024 Allows more experienced nurses to help less 	
	 experienced nurses at bedside experienced nurses at bedside Review of virtual nurse vs bedside nurse Nurse Tech Program – launched April 21, 2025 9-week program to become Nurse Tech Bridging gap for those that want to go to nursing school New Grad / Residency Programs – review of August 2023 to December 2024 data 	
	 Residency Program Retention Rate – review data Residency Program 2025-2026 – no Spring 2025 cohort due to epic transition, will start again July 2025 Where are our new grads – review data New graduate strengths – collaboration, looking for advancement, eager to learn, adapt quickly to technology New graduate weaknesses – organization skills, low confidence and assertiveness, high value of time off 	

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St. John's Hospital – Laura Ortega	Refer to PowerPoint	
	• 27 hired in March cohort in all different areas	
	151 Nurse Residents hired August 2023 to December 2024	
	• 1 year Retention Rate – 84%	
	Hired from Various Schools	
	 Ventura College 28% 	
	 Moorpark College 6% 	
	o CSUCI 3%	
	• Other 61.3%	
	• Strengths – respectful with staff and patients, strong med pass	
	knowledge	
	• Weaknesses – critical thinking, lacking some skills, timid, not	
	always seeking out learning opportunities	
	Hiring Predictions	
	• Next cohort will be June 2025 tele and dou, 8 residents	
	• September 10-15 telemetry	
	Facility updates	
	• New President	
	• New COO	
	 Magnet Journey 	
	 2-3 cohorts annually 	
	 Transition to National Nurse Residency Program 	
	 Changes to student onboarding process 	
Cottage Hospital – Shelley Algeo, Angeli Mancuso	Cottage services were primarily acute care and have now	
	expanded to the urgent care and primary care space	
	Clinical rotations for undergrads – SB Cottage, Goleta Valley,	
	Rehabilitation hospital	
	• New CEO – Scott Wester	
	New Developments	
	 PTAP Accreditation decision by 5/31/25 	
	 Virtual Nursing pilot implementation in June 2025 	
	Compton Center for Medical Excellence and Innovation	
	 Application period begins June 2025 	
	 Will receive ideas from bedside practitioners 	
	SBCH is on Magnet Journey, application submission will be	
	2026	
	Graduates hired August 2023-December 2024	
	 CSUCI Goleta – 17 	
	• Strengths – managers are very complimentary of most recent	
	cohorts	
	• Weaknesses – taking initiative, need more experience in specialty	
	units so that students are not making employment decisions based	
	on only one rotation	
	2025 Projections for New Hires	
	o 110 for 2025	
	 January to April 51 hired 	
	• Advanced practice RNs – no plan at this time	

CommonSpirit – Karen Magnani	 Refer to PowerPoint Overview of National Nurse Residency Program CommonSpirit is the largest non-profit for healthcare Review of turnover crisis information and turnover reduction program Was losing 41% in the first year of hire Program to reduce 1st year nursing turnover rate at or below the national average by year 2026 Program goals – attract talent, train, retain at organization PTAP Accreditation and Future Goals for NNRP Accreditation Proposed Intervention Graduates will take full load with preceptor Extended orientation to 18 weeks or more Program Components – tiered skills, pre-work, skills validation Interprofessional Teaming Out Rotations Nurse resident well-being – cohorted hiring, journal reflections Enhancing the Preceptor Experience – Cotter's Tool used to select preceptor, digital skills sign offs Progress NNRP Retention – California 92% aggregate retention 	
VCMC	Not present due to Nurse Week activities	
Los Robles	 Celebrating Nurse Week CNO Deborah Silva sends message Hiring job fair to be held on July 5th Hiring 30-35 new graduates to different areas 	
Adventist Health Simi Valley – Julia Merich	 Recent restructuring with Adventist Glendale and Simi new structure Shared services column in org chart – will hire sim tech, magnet coordinator, residency coordinator New President and COO RN Residents January 2024 through March 2025 – 19 residents, smaller amount that prior year due to less openings due to good retention Moorpark – 5 Ventura – 0 CSUCU – 0 Other Schools - 14 Strengths – eager to learn, good about seeking out tasks and learning opportunities, students do better if preceptorship was done at facility, EHR learning curve Weaknesses – not seeking tasks and learning opportunities, establishing roles from a task perspective vs long term RN Residency – 2 active cohorts, another starting Summer 2025 	

	Preceptors – Adventist Health has standardized training program and offers refresher training	
Table Discussions	Refer to Mentimeter Results	
Student Discussion	 Luis Sanchez – Thank you to clinical partners and faculty for acquiring clinical placements, thank you facilities for welcoming students into your homes Fanny Navarro – Thank you for allowing students to go to hospitals, benchmark was great, used PICOT since 1st semester and enjoyed more than ATI Ryan Mendez – Thank you everyone for coming and allowing students to grow within the community Sophia Salazar – How can students receive feedback better? Understand that feedback is not a personal criticism of you Take feedback in a constructive way to learn and improve Prompt feedback with question such as "Tell me one thing I did well and one thing I can improve" Allow grace when feedback is given harsher than intended due to a possible stressful environment See feedback as a step Ask for help with things that you are not as comfortable with 	
Input on Meeting Format	 S. Melton Question – Is there a way to organize the meeting so that everyone will stay for the discussion at the end? Complete questions first Have more students in attendance Meet more than once per year Students express first generation difficulties of not having anyone to ask questions regarding college Emphasize that the meeting is most beneficial if attendees can stay for the entire event Send a representative that can stay for the entire event Add Advisory Meeting definition to invitation 	
Survey	QR Code provided for survey	

Meeting Minutes completed and distributed by: Miranda Castelo, Ventura College

Date: 05/2025

HANDOUTS
Moorpark College PowerPoint
Ventura College PowerPoint
Small Group Discussion Questions







Nursing Advisory Committee May 8, 2025

Meeting the Challenges of Nursing Practice through Collaborative Nursing Education Partnerships

<u>Objectives</u>

- 1. Identify expected competencies (Knowledge, Skills and Attitudes) of new hires at local health care agencies regarding quality indicators.
- 2. State initiatives and strategies implemented in response to accreditation, quality indicators or survey results
- 3. Discuss challenges that agencies are facing due to the "nursing shortage" and how our partnerships can assist in filling the gaps.
- 4. Discuss employment opportunities for new graduate nurses in Ventura County.

<u>Agenda</u>

- 8:30 9:00 Breakfast, Check-In
- 9:00 9:10 Breakfast/Check-In, Introductions
- 9:10 9:40 Moorpark College, Ventura College, CSU Channel Islands Presentations
- 9:40-10.00 Agency Presentations
- 10:00-10:10 Break
- 10:10-10:40 Table Discussion
- 10:40-11:00 Discussion Report
- 11:00-11:30 Closing, Information Evaluation & CEU Distribution

Table Discussion Questions

- 1. Choose a competency to focus on, and provide feedback regarding what educational needs you identify for the new grad:
 - Communication, teamwork, and collaboration (tables 2 & 3)
 - Safety and patient-centered care (tables 4 & 5)
 - Leadership and management (table 6)
 - Legal and ethical nursing practice (table 7)
- 2. During the hiring process at your health care agency, what evidence of the desired competencies above are you looking for from applicants?



3. What challenges are agencies facing due to the "nursing shortage" and how can our partnerships assist in filling these gaps.

Student Questions (3 students/college)

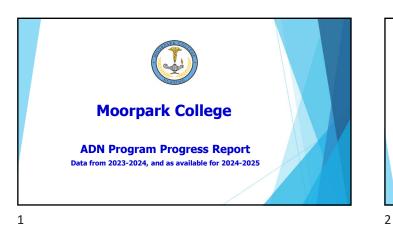
- 4. What are the top 3 influencing factors you consider critically important in selecting a potential employer as a new graduate?
- 5. In what ways have clinical agencies been the most helpful to you in your clinical training?

Nursing Advisory Board Meeting Attendee Check-in May 8, 2025

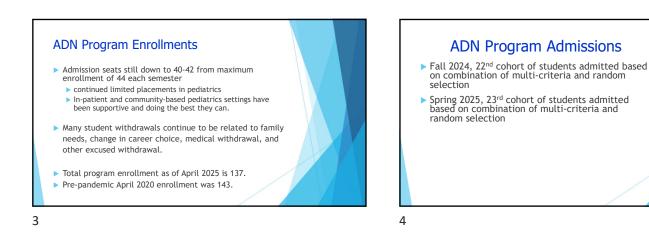
First Name	Last Name	Organization	Role or Title	May (201) che & Bully untervs
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mis	Sanchez P	CSU Channel Islands	Student	marissa Dela Couz
Sofia	Figueroa Se	CSU Channel Islands	Student	Emiles amater
	0	CSU Channel Islands	Student	priana Hist
		CSU Channel Islands	Student	Vamilett Barrientos (
		CSU Channel Islands	Student	
	NIA	Moorpark College	Student	
	N/K	Moorpark College	Student	
Shelley	Algeo	Cottage Health	Director-Education and Nursing Professional Development	
Gregory	Anderson	Ventura College	Vice President of Academic Affairs	
Sandra	Ayala	CSU Channel Islands	Assistant Profesor	
Caroline	Baek	Ventura Community College School of Nursing	Educator	
Val	Baek	Children's Hospital Los Angeles	Professional Developement Associate	
Miranda	Castelo	Ventura College	Administrative Assistant	
Brandon	Chavez	Grand Canyon University	University Development Counselor	
Nathalie	Confiac	CSU Channel Islands	Assistant professor of Nursing and Goleta Program Director	
Neomie	Congello	CSU Channel Islands	Assistant Chair, Assistant Professor	
Diane	Cornell	Community Memorial Healthcare	Assistant CNO	
Michelle	Cross	Ventura College	Instructor	
Wetzel	Cynthia	Ventura College	Faculty	
LaSonya	Davis	CSU Channel Islands	Chair	
Michelle	Dieterich	Moorpark College	Professor	
Diane	Drexler	Community Memorial Healthcare	Vice President, Patient Care Services/CNO	
Kendyl	Egizi	Community Memorial Hospital	Nursing Education -Nurse Educator	
Karen	Empey	Central Coast Home Health and Hospice	HR Liaison	
Jennifer	Freligh	Community Memorial Hospital-Ventura	Clinical Manager of Same Day Surgery	
Sherri	Greif	CSUCI and St. John's Regional Medical Center	Interim MSN Director	
Jasmine	Henderson	Ventura College Nursing School	Clinical Instructor	
Marcela	Hernandez	Moorpark College	Administrative Assistant	mawan
Carol	Higashida	Moorpark College	Dean of Student Learning, ANCT, TZ, Health & Life Sciences	
Terri	Hitt	CSU Channel Islands	Part-time lecturer	
Noreen	Kreisher	Ventura College	Assistant Director/Associate Professor	

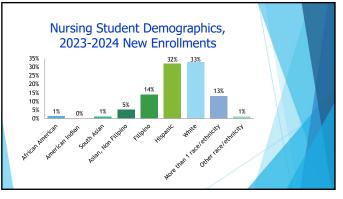
Nursing Advisory Board Meeting Attendee Check-In May 8, 2025

irst Name	Last Name	Organization	Role or Title	May 8, 2025 Check-in Signature
Christina	Lee	Moorpark College	Nursing Coordinator (program director)	
Claudia	Lourido-Habib	Ventura College	President	
Karen	Magnani	CommonSpirit	Direct of National Nurse Residency Program	
Angeli	Mancuso	Cottage Health	Workforce Development Manager	
Çynthia	McCabe	Community Memorial Healthcare- Ventura	Nurse Educator	
Rebeka	Medina	St. John's Hospital Camarillo	Director of Nursing	
Sandra	Melton	Ventura College	Director, School of Nursing & Allied Health	
Ryan	Mendez	Ventura College	Student	
Julia	Merich	Adventist Health Simi Valley	Manager, Education Department	
Mark	Mitchelson	Adventist Health Simi Valley	CNO	
Debbie	Newcomb	Ventura College	Dean of Career Education	
Çafui	Okosun	Ventura College	Associate Professor	
Laura	Ortega	Dignity Health	Manager of Education	
Charlene	Paragas	Ventura College	Assistant Professor	
Tricia	Penner	University of Phoenix	Community College Strategy Manager	
lennifer	Ranchez	Ventura College		
Melissa	Rodriguez	CSUN	Academic Advisor	
arah	Santana	Children's Hospital Los Angeles	Professional Development Associate	
lennifer	Silva	Providence Tarzana	Nurse Educator	
Brandi	Stanley	Community Memorial Healthcare- Ventura	Clinical Nurse Manager L&D	
Mila	Tabije-Ebuen	Moorpark College	Associate Professor	
Belinda	Valdez	St. John's Regional Medical Center	Clinical Education Coordinator	
Debbie	Wilkes	Community Memorial Healthcare	Manager, Clinical Education	
Piper	ZIV	ventura college	student	
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tosana	a wells	St. John's		
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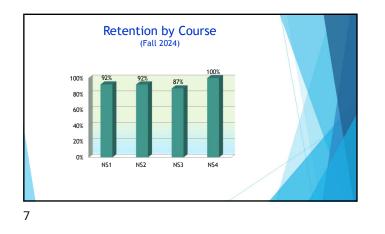


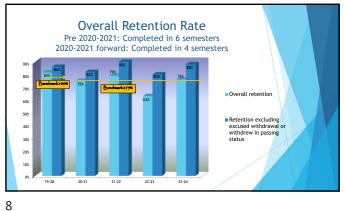
ADN Program EnrolIments 38 students admitted Fall 2024 (attempted 40) 39 students admitted Spring 2025 (attempted 40) Approximately 280 applications received each semester

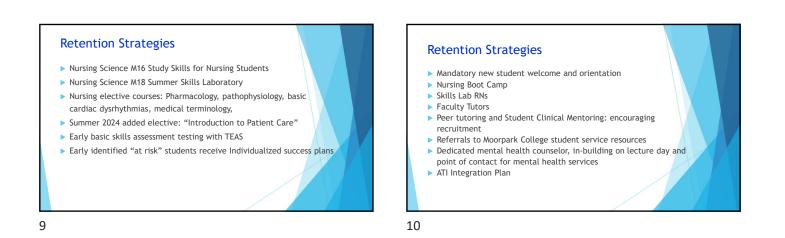


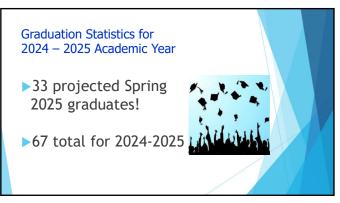


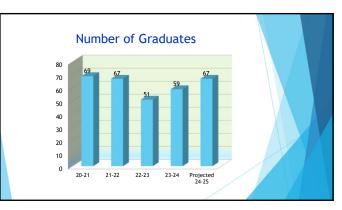




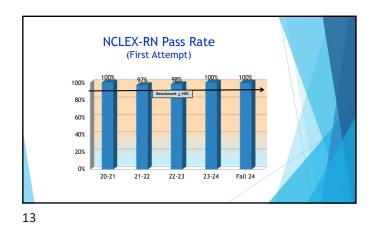


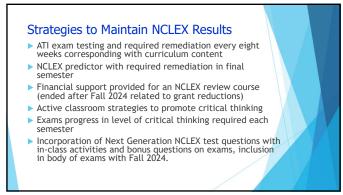


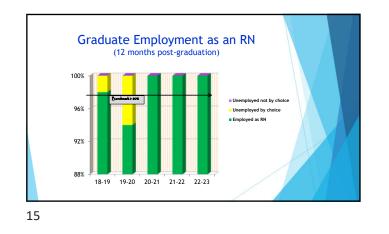


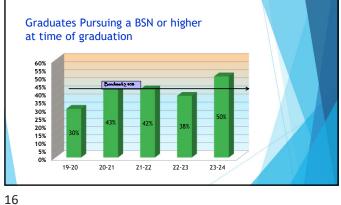


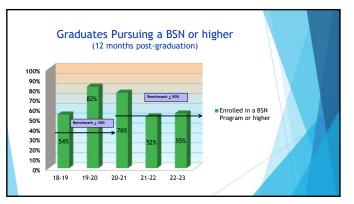






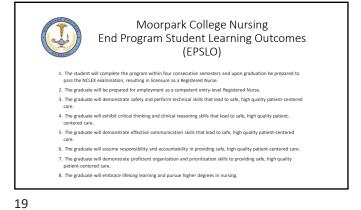


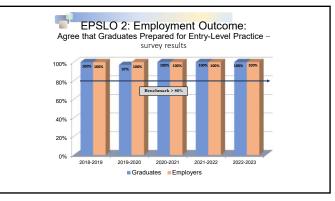


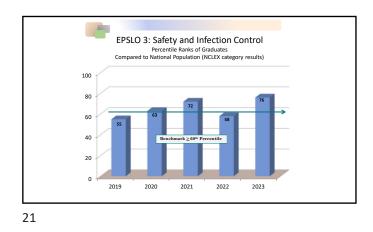


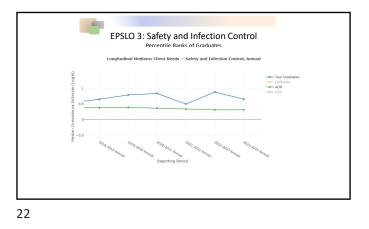


- Continue to counsel pre-nursing students to take general education course requirements that transfer to the CSUs to ensure seamless transition to a BSN program.
- Continue to form and support pathways to articulate or collaborate with the BSN programs, including collaborative/concurrent enrollment.
- Continue to invite local CSU's and private universities to present and table on their BSN and MSN programs.

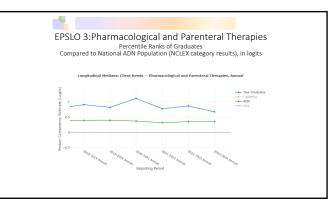


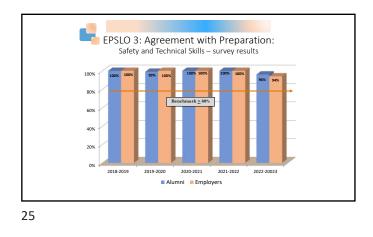


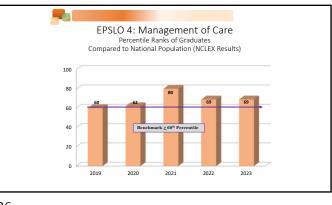


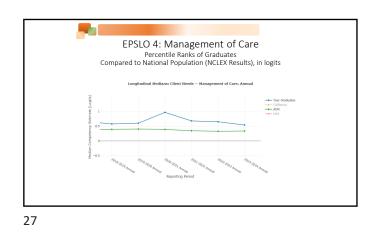


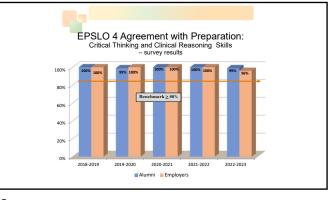




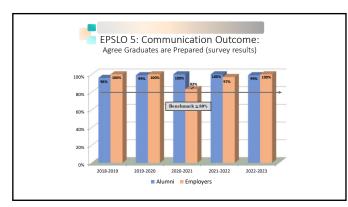


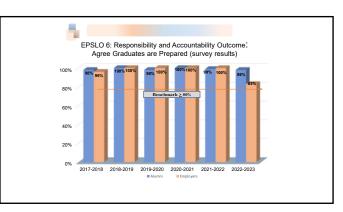


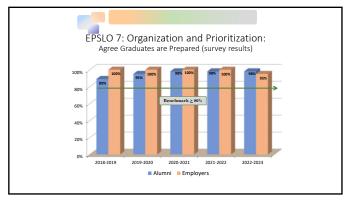


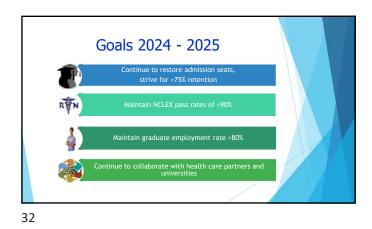




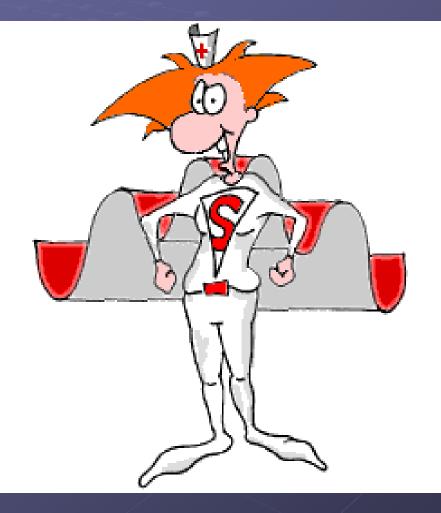








Happy Nurses Week!



VENTURA COLLEGE

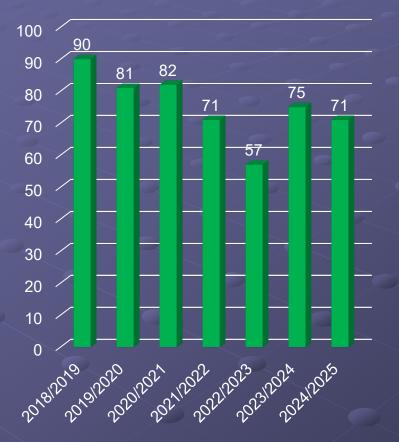


2024-2025 Program Report for the Nursing Advisory Committee Meeting

May 8, 2025

Graduation Statistics

Number of Grads





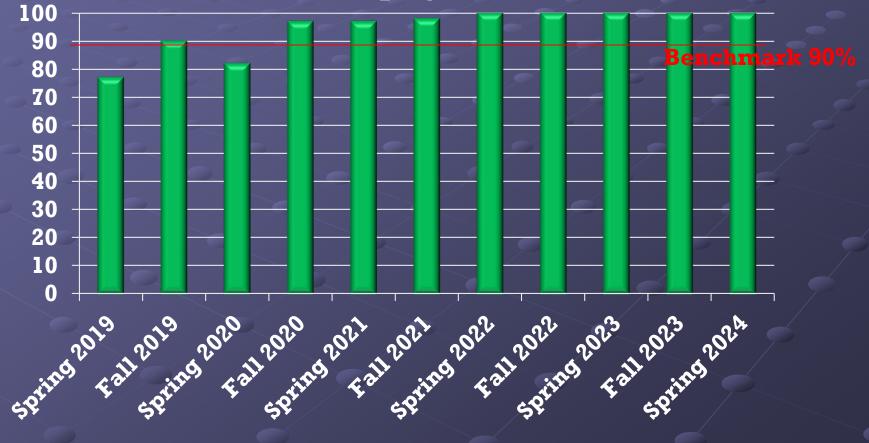
PROGRAM OUTCOMES NCLEX-RN Results

NCLEX-RN PASS RATE							
VC GRADUATING CLASS	PASS RATE (1 st attempt)	STATE AVERAGE	NATIONAL AVERAGE				
Fall 2024	100%	100%					
2023/2024	100%	100%	94%	93%			
2022/2023	94%	100%	83%	80%			
2021/2022	94%	100%	83%	80%			
2020/2021	98%	100%	88%	83%			

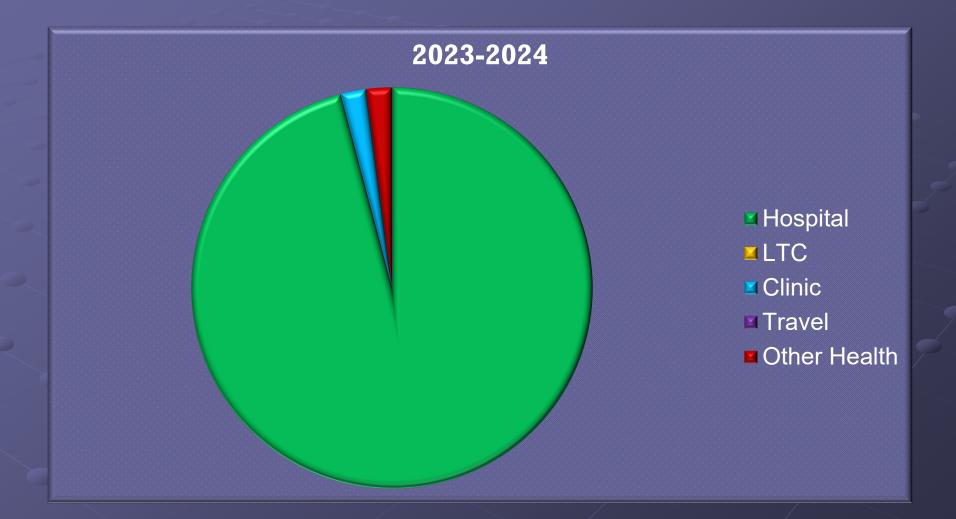
https://rn.ca.gov/education/passrates.shtml

Graduate Employment at 6 months – 1 year

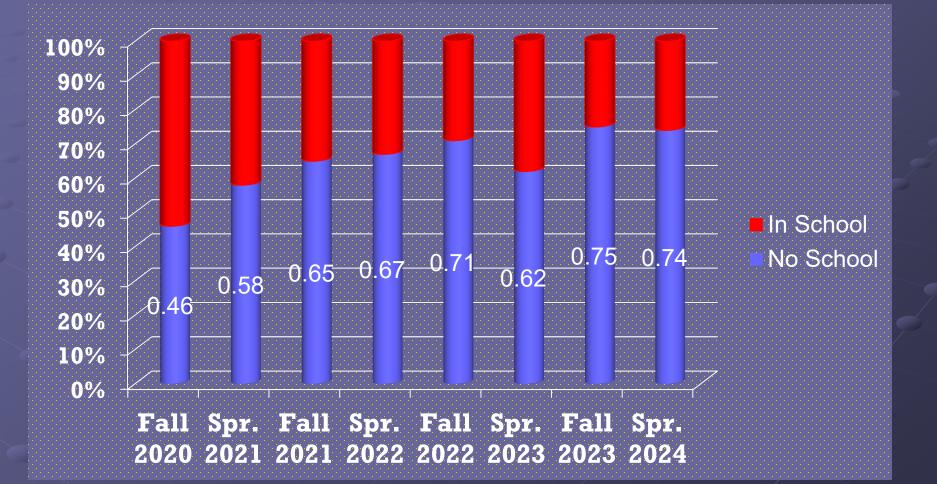
% Employment



Employed Where?



Pursuing Advanced Degree 2020-24 (within 1st yr. of graduation)

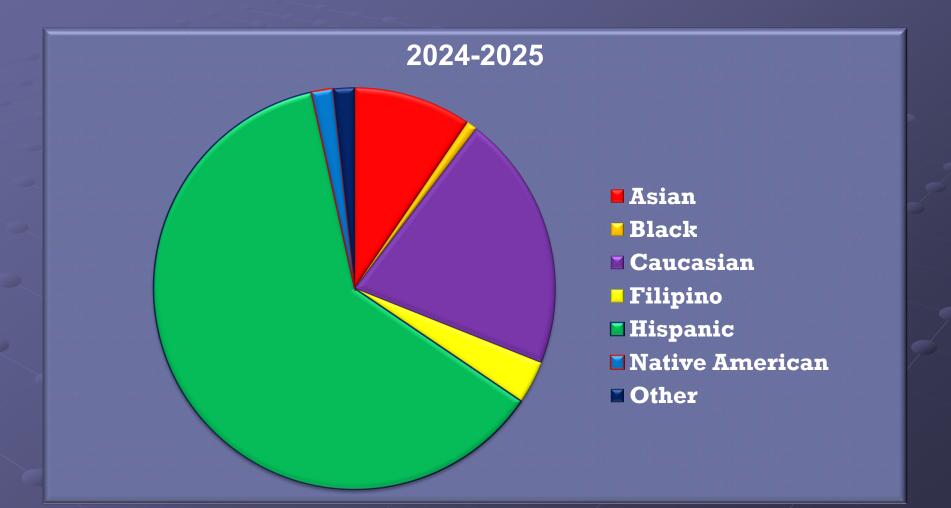


Graduates Pursuing Advanced Degrees

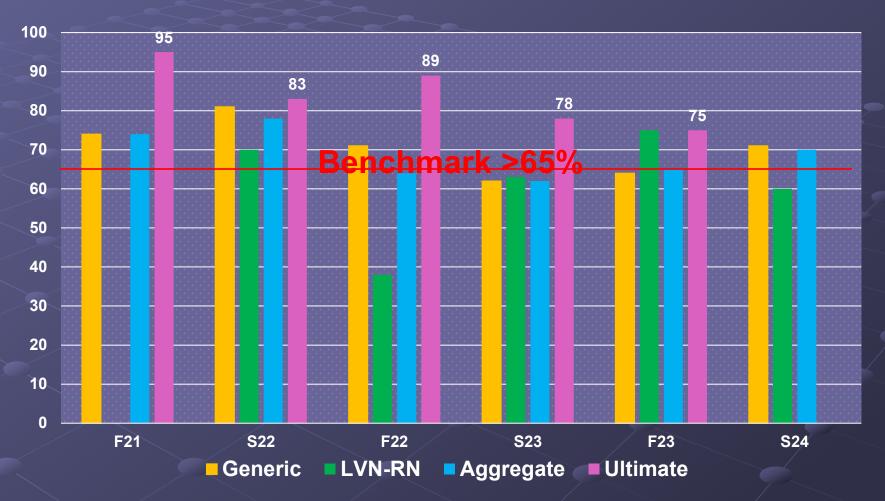
Ventura College continues to maintain partnerships with multiple ADN to BSN Programs, i.e., Azusa Pacific, Chamberlain, CSUDH, CSUCI, CSUN, Grand Canyon University, Western Governors, National University, University of Phoenix and University of Arlington. Many of these programs offer concurrent enrollment of which VC students are taking advantage of.

Several students are enrolled in ADN to MSN programs.

ETHINICITY



Completion Rate



Reflects On Time Completion

Retention

- Overall program completion is defined by BRN and ACEN as program completion <u>on time</u>.
- Completion rates for both generic and advanced placement students has decreased with the new definition of completion, however, ultimate complete rate is higher.
- In fall 2024, 31 students took the ATI TEAS. Of those tested, 18 (58%) scored 62% or higher. 13 (42%) scored less than 62% and have been/are being provided with remediation. 2 students completed remediation and retook the exam. 50% of these students passed.
- TEAS includes English, reading, math, and science.
- For Spring 2024 admission, we utilized the first attempt on TEAS VII only for eligibility.
- ATI offers TEAS testing remotely.

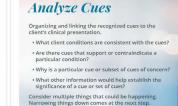
What are we doing?

- Implementation of the clinical judgment model into all courses, both theory, clinical, and simulation
- Incorporation of clinical judgment model and NextGen format test questions in all exams
- Multiple ATI proctored exams with remediation programs, critical thinking, and NCLEX predictive testing
- Adaptive quizzes with NCLEX practice questions for each module
- Support courses
- New orientation and extra support for AP-LVN students with concerted focus on care maps
- Peer tutors
- Multiple simulation experiences
- Provide NCLEX review course
- Imbedded mental health counseling

Clinical Judgment Model

Clinical Judgment Measurement Model Used with permission by NCSBN® NextGen NCLEX®

https://www.ncsbn.org/next-generation-nclex.htm



Pearson VUE







Recognize Cues

Identify relevant and important information from different sources (e.g., medical history, vital signs).

What information is relevant/irrelevant?

Do not connect cues with hypotheses just yet.

What information is most important?

• What is of immediate concern?

Pearson VUE

NCSBN

Take Action

Implementing the solution(s) that addresses the highest priorities.

- Which intervention or combination of interventions
 is most appropriate?
- How should the intervention(s) be accomplished (performed, requested, administered, communicated, taught, documented, etc.)?

For "how" questions, ensure that specific elements from the scenario are what determines approach. Avoid memorized or "textbook" procedures. The item stem and/or the responses should include action verbs.

Pearson vue NCSBN



Evaluate outcomes

Comparing observed outcomes against expected outcomes.

- What signs point to improving/declining/ unchanged status?
- Were the interventions effective?
 Would other interventions have been more effective?
- Item development should focus on the efficacy of the intervention(s) from the previous items.

Pearson VUE NCSBN





"If we wait for the moment when everything, absolutely everything, is ready we shall never begin."

Provide safe, quality, culturally appropriate patient-centered care to patients, families, and groups supported by evidence-based clinical decisions and patient preferences in a variety of settings.

Assessment measures – ATI Comprehensive Predictor, ATI Med/Surg, Mental Health, Maternal Child proctored exams, ATI Critical Thinking/Clinical Judgment, NS V40A & B Clinical Evaluation Tool, Employer and Graduate Satisfaction Surveys

Communicate effectively with patients and members of the inter-professional health care team to provide and coordinate safe, quality, patientcentered care.

Assessment measures – ATI Comprehensive Predictor, ATI Proctored Mental Health and Leadership exams, NS V40A & B Clinical Evaluation Tool, Employer and Graduate Satisfaction Surveys

Demonstrate leadership and system management knowledge and skills in the delivery of quality health care to patients while contributing to the effectiveness and efficiency of the work unit.

Assessment measures – ATI Comprehensive Predictor, ATI Proctored Mental Health and Leadership exams, NS V40A & B Clinical Evaluation Tool, Employer and Graduate Satisfaction Surveys

Integrate established regulatory (California Nurse Practice Act), legal and ethical principles into standardbased personal nursing practice.

Assessment measures – ATI Comprehensive Predictor, Med/Surg, Mental Health, Maternal Child proctored exams, ATI Pulse Probability Score, ATI Critical Thinking, NS V40A & B Clinical Evaluation Tool, Employer and Graduate Satisfaction Surveys

ATI Mental Health

Semester/Year		Spr 2021 Grad 12/21	Fa 2021 Grad 5/22	Spr 2022 Grad 12/22	Fall 2022 Grad 5/23	Spring 2023 Grad 12/23	Fall 2023 Grad 5/24	Spr 2024 Grad 12/24	Fall 2024 Grad 5/25
Highlighted Box = National Mean Not Met	Target Score = National Mean	<mark>70%</mark>	<mark>70%</mark>	<mark>70%</mark>	<mark>70%</mark>	<mark>70%</mark>	70%	<mark>70%</mark>	<mark>70%</mark>
Adjusted Group Score	N/A	68%	69%	64%	75%	72%	73%	77%	79%
Menagoment of Caro	N/A	83%	69%	80%	86%	84%	79%	83%	80%
Safety & Infection Control	N/A	49%	60%	51%	64%	52%	65%	81%	68%
Health Promotion & Maintenance	N/A	69%	63%	79%	84%	78%	89%	83%	90%
Psychosocial Integrity	N/A	69%	72%	62%	74%	72%	78%	83%	82%
Basic Comfort and Care	N/A	97%	51%	92%	94%	86%	90%	98%	94%
Pharmacological and Parenteral Therapics	N/A	<mark>46%</mark>	<mark>54%</mark>	<mark>38%</mark>	<mark>60%</mark>	<mark>56%</mark>	<mark>68%</mark>	<mark>63%</mark>	<mark>71%</mark>
Reduction in Risk Potential	N/A	64%	84%	60%	63%	67%	87%	72%	96%
Clinical Judgement	N/A	N/A	N/A	N/A	N/A	N/A	76%	80%	82%
Number of Students AT or Above "2" on Proficiency Lovel	N/A	24 n=37	23 n=35	8 N=24	29 N=33	26 N=35	36 N=48	39 N=43	33 N=34
Percent of AT or Students Above "2" on Proficiency Level	75%	<mark>65%</mark>	<mark>66%</mark>	<mark>33%</mark>	88%	<mark>74%</mark>	75%	<mark>91%</mark>	<mark>97%</mark>

ATI Leadership Proctored Exam

Semester/Year	S23	F23	S24	F24	S25
Goal Met = M					
Below Goal = B	N = 31	N = 45	N = 45	N= 37	N = 33
Target score					
Group National mean	72.9%	73.2%	72.9	72.9	72.2
Adjusted Group Score	70 50/	70.5%	70 5	67.0	77.2
	73.5%	<mark>70.5%</mark>	<mark>70.5</mark>	<mark>67.8</mark>	11.2
Management Of Care	74.6%	<mark>69.2%</mark>	<mark>69.2</mark>	<mark>65.7</mark>	78.6
	74.070	03.270	03.2	03.7	70.0
Safety & Infection Control	<mark>68.4%</mark>	<mark>67.5%</mark>	<mark>67.5</mark>	<mark>66.3</mark>	77.5
Number of Students at or Above "2" on Proficiency	11	6	41	29	33
Level					
Per Cent of Students at or Above "2" on Proficiency Level	35.5%	13%	<mark>91%</mark>	<mark>78.4%</mark>	<mark>100%</mark>

ATI Leadership Results

Semester/year	Plan
Spring 2025	EOPSLOs evaluated with this exam are #2 and #3. Focus for leadership is management of care and safety and infection control. Student performance in management of care was above the national mean of 69.8% and safety and infection control sub-scale was above national mean of 69.1%
	Remediation action plan
	Will put emphasis on the following topics
	Professional practice: client advocacy
	Delegating to assistive personnel
	Identify the responsibility of the nurse manager
	Evaluating staff understanding of the Nursing Code of Ethics
	Steps of the quality improvement process
	Remediation plan
	• Review a case study on client advocacy and have students identify a patient's need
	or concern that requires advocacy (e.g., pain control, treatment refusal)
	• Participate in a leadership activity to increase awareness of nurse manager duties
	and leadership competencies necessary for team and unit success
	• Review Delegation Guidelines: Study the Five Rights of Delegation and your state's
	Nurse Practice Act regarding scope of practice.
	Case study review: Delegation practices
	 Review the ANA Code of Ethics and apply it to a clinical case.
	 Discuss ethical dilemmas (e.g., end-of-life care, refusal of treatment) in a group

ATI Comp Predictor

Semester/Year		S22	F22	S23	F23
Highlighted Box = National Mean	Target Score = National Mean	71.8%	71.8%	71.8%	71.8%
Adjusted Group Score	Group National Mean	69% ↓	62.4% ↓	72.3%	72.9%
Management Of Care		74.7%	73.1%	74% ↓	78.1%
Safety & Infection Control		71.9%	63.3%	60.5% ↓	70.4% ↓
Health Promotion & Maintenance		65.7% ↓	58.3%	66.6% ↓	77.1%
Psychosocial Integrity		62.2% ↓	60.6%	80.4%	63.9% ↓
Basic Care and Comfort		62.6% ↓	57%	69.2%	59.5% ↓
Pharmacological and Parenteral Therapies		71.2%	61%	75.5%	69.6%
Reduction In Risk Potential		72.2%	61.6%	63.6% ↓	66.4% ↓
Physiological Adaptation		63.5% ↓	56.2%	72.5%	80.5%
	N =	35	25	31	31
Number of individual scores at or above 64%	N=	29	11	30	28
Percent of individual scores at or above 64%	75%	<mark>82.8%</mark>	44%	<mark>96.7%</mark>	<mark>90%</mark>

Critical Thinking

Outcomes	Spring 2021	Fall 2021	Spring 2022	Fall 2022	Spring 2023	Fall 2023	Spring 2024	Fall 2024
National Mean	<mark>69.2%</mark>	<mark>71.8%</mark>						
Adjusted Group Score	72.0%	<mark>65.9%</mark>	<mark>69.0%</mark>	<mark>62.4%</mark>	72.3%	72.9%	73.0%	73.2%
Priority Setting	73.3%	<mark>68.1%</mark>	<mark>70.3%</mark>	<mark>65.8%</mark>	77.0%	<mark>62.5%</mark>	76.6%	77.0%

Outcomes	Spring 2021	Fall 2021	Spring 2022	Fall 2022	Spring 2023	Fall 2023	Spring 2024	Fall 2024
	Spring 2021				opring 2023	1 dii 2023	3pring 2024	1 all 2024
Foundational Thinking	80.8%	<mark>62.7%</mark>	<mark>68.1%</mark>	<mark>56.4%</mark>	72.9%	71.5%	74.4%	75.1%
Clinical Application	71.4%	<mark>66.3%</mark>	<mark>69.1%</mark>	<mark>63.6%</mark>	<mark>69.9%</mark>	71.7%	<mark>71.6%</mark>	72.1%
Clinical Judgment	-	-	-	-	72.0%	<mark>70.6%</mark>	<mark>71.6%</mark>	<mark>71.6%</mark>
Recognizing Cues	-	-	-	-	74.9%	76.0%	71.9%	72.2%
Anslyze Cues	-	-	-	-	64.1%	68.9%	<mark>64.8%</mark>	<mark>63.2%</mark>
Prioritize Hypotheses	-	-	-	-	<mark>64.5%</mark>	<mark>54.8%</mark>	<mark>62.9%</mark>	<mark>61.8%</mark>
Generate Solutions	-	-	-	-	81.5%	<mark>70.1%</mark>	79.1%	78.1%
Take Actions	-	-	-	-	<mark>65.7%</mark>	72.7%	<mark>67.3%</mark>	<mark>68.0%</mark>
Evaluate Outcomes	-	-	-	-	77.7%	72.4%	77.7%	79.4%

The Health Sciences Center

- State of the Art facility.
- The Center includes a lecture hall (80 seats), 4 classrooms, 4 skills labs (1 for paramedics), 11 faculty offices, 2 director offices (1 for nursing & 1 for paramedic), 6 clerical work stations and 2 conference rooms.
- Smart" classrooms and 1 new computer lab (total of 2).





Increased Use of Technology

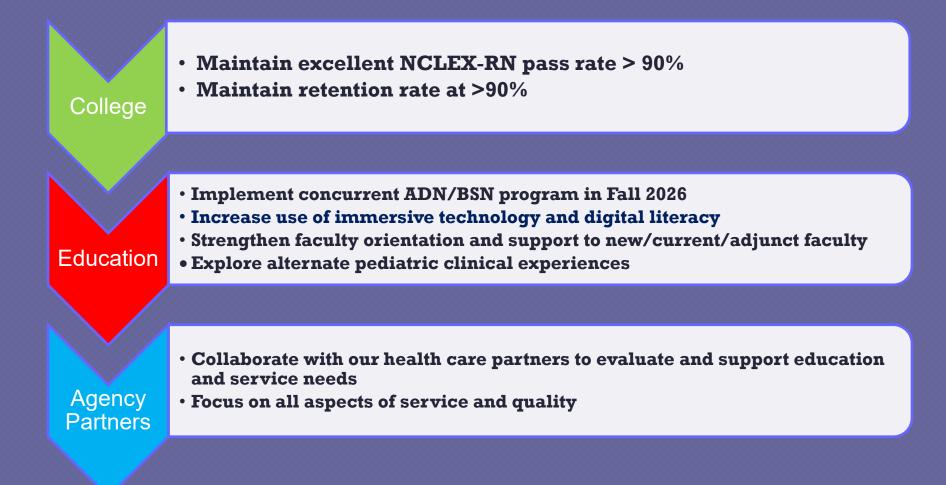
- We have infant, child, OB and 2 adult wireless high fidelity simulators
- New sim conversational speech, enhanced by AI, active motor function, abnormal eye movements, dynamic facial expressions, lifelike sensory response
- Clinical simulations are videotaped for use in debriefing sessions with new camera equipment.
- The use of video clips, pod casts, and on-line resources has dramatically increased.
- Simulation experiences to enhance critical thinking and clinical judgment have been added to the curriculum.

Our Students & Our Community



The Student Nurses Association sponsored a blood drive and are collecting clothes for clients in need at Mercy House. Students participated in the Alpha Delta Nu Honor Society supply drive, and collected toys, hygiene, and pantry items for the Ronald McDonald House at VCMC.

PROGRAM GOALS



Accomplishments!

 Received \$1.15 million Rebuilding Nursing Infrastructure grant to implement concurrent ADN/BSN program in Fall 2026

 Students will receive Apple Ipads with preloaded textbooks, EHR, ATI CARP, and Swift River simulations

Accomplishments!

- Working on self study report for BRN and ACEN accreditation in Spring 2026
- Purchased high fidelity AI simulator.
- Our licensure exam pass rates continue to remain strong.
- We continue to receive very strong, positive feedback from employers about our graduates.
- We continued to deliver quality, compassionate care to patients and deliver outstanding and innovative education to our students.
- Students are being hired to work to their highest level of competency in our local hospitals!

Enrollment

The nursing department admits 60 students/semester.
Our AP-LVN track is in great demand.

We admitted 15 AP-LVNS in fall 2023, 16 in fall 2024, and 5 in spring 2025.

The CNA program admits 50 students/semester with one summer cohort of 13.

Entrance Requirements Changes

- The waitlist was halted for application cycle Fall 2023/Spring 2024 only. No new applicants were added to the existing nursing waitlist. All applicants were contacted and the waitlist was purged by 50%. For the current application cycle, the entering class will again be selected on the basis of available openings in the order determined by the student's ranking on the multi-criteria screening (75% of class) and based on the existing waitlist (25% of class).
- As of Fall 2024 admission cycle, high school chemistry will no longer be accepted to fulfill the nursing prerequisite requirement students must complete a college chemistry course with a corresponding laboratory.
- A seven year recency requirement for Anatomy, Physiology, and Microbiology was instituted for generic applicants.

Current Entrance Requirements

- 2.5 overall GPA
- 2.5 GPA in microbiology, anatomy & physiology
- No more than one repeat or withdrawal in microbiology, anatomy or physiology
- Students not meeting these requirements are not eligible for the wait list until remediation is completed
- "Success score" of 62% on the ATI TEAS VII

THANK YOU!

• THANK YOU for all the assistance you provide that enables us to meet our enrollment, education, and outcome goals.

• THANK YOU for "coming" today. Your input is essential to our program success!





Spring 2025 CSU Channel Islands Advisory Board Update

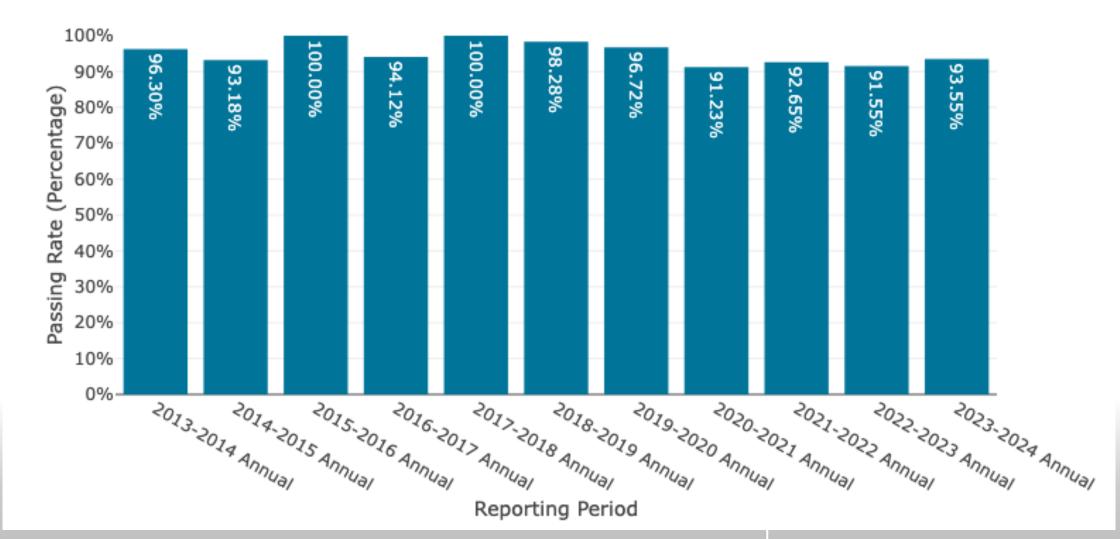
DR. LASONYA DAVIS DNP, FNP, WHNP-BC, PMHNP-BC

NURSING PROGRAM CHAIR

Admissions

BSN Fall 2025	RN/ADN- BSN	MSN Summer 25
Cohort:	Summer 25	Cohort:
• 64 Students	 RN-BSN 45 New Concurrency Programs 	 FNP Track 51 Generic 15 Post Masters

NCLEX Pass Rates



Graduation Stats

Cama	50			
Goleta	22			
RN/AD	14			
MSN:	FNP Track	15	PM	
	ED Track	3		



CI Updates

*Change in Leadership

*New lab expansion

- *Campus consolidation
- *Pre-licensure curriculum change*New Concurrency program & RN-BSN Partnerships
- *BSN-FNP/DNP & MSN-DNP- To Admit for Fall 27

(Executive Leadership & Excellence in Teaching

& Simulation Emphasis).





TABLE DISCUSSIONS

Nursing Student Table Discussions

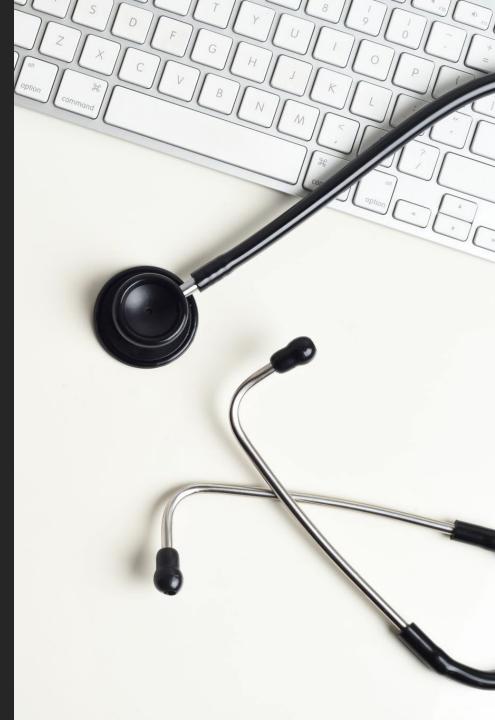
What are the top 3 influencing factors you consider critically important in selecting a potential employer as a new graduate?

In what ways have clinical agencies been the most helpful to you in your clinical training?

Table Discussions:

Choose a competency to focus on and provide feedback regarding what educational needs you identify for the new grad:

- Communication, teamwork, and collaboration (tables 2 & 3)
- Safety and patient-centered care (tables 4 & 5)
- Leadership and management (table 6)
- Legal and ethical nursing practice (table 1)



During the hiring process at your health care agency, what evidence of the desired competencies above are you looking for from applicants?

What challenges are agencies facing due to the "nursing shortage" and how can our partnerships assist in filling these gaps?



Discussion Report: Go to menti.com Code 8668 6646

Post-Test CE Survey







Nurse Advisory Meeting

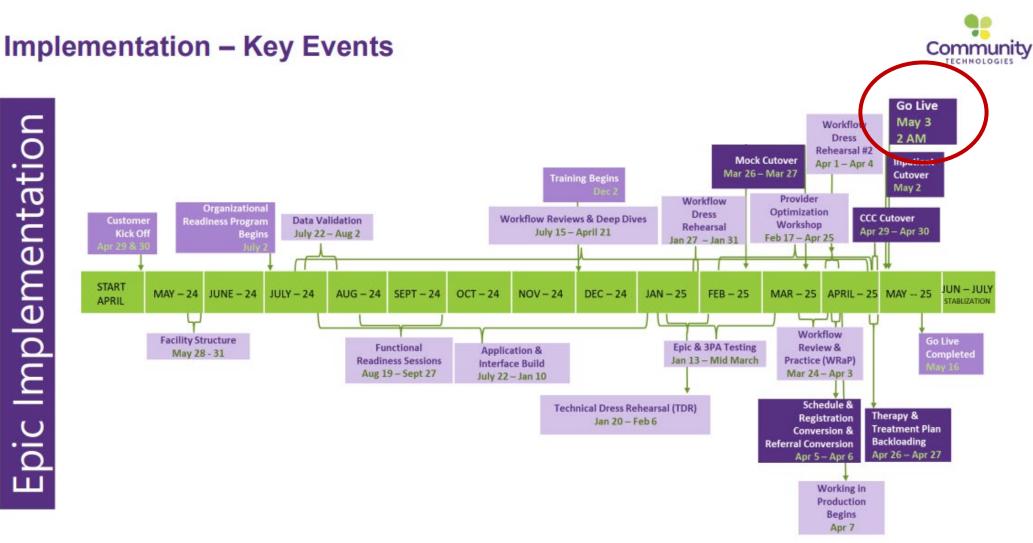
Debbie Wilkes, MSN, MBA-HC, RN NPD-BC Nursing Professional Development

What's new at CMH!



2

Epic Conversion – Go Live May 3!





Epic Conversion!













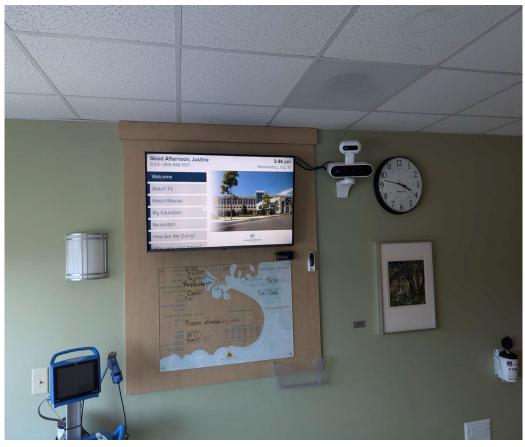
Virtual Nursing 2024

Launched Aug 13, 2024

Virtual care is not a new concept. It's been in place for years as telehealth and was most often used in outpatient and primary care settings.

The post-pandemic era has made it clear that there are not enough experienced nurses left at the bedside.

Virtual nursing brings experienced nurse knowledge, expertise, and support to less experienced nurses at a push of a button.





Sample division of responsibilities



Virtual Nurse

- Admissions
- Discharges
- Purposeful Rounding
- Chart audits
- Discharge planning
- Discharge education
- STAT team/code blue support

- Patient rounding
- Patient education
- Care plan updates
- Pain reassessment
- Order clarification
- Answer patient/family questions
- Interdisciplinary rounding

Bedside Nurse

- Physical assessment
- Medication administration
- Hands-on bedside care
- Procedural/transport readiness coordination

Community Memorial



CMH Nurse Tech Program

Launched April 21 2025

This program is designed to provide the training needed for a community member that desires to a member of the healthcare workforce in an entry-level Nurse Technician position.

No healthcare experience required.

This is a nine-week, patient-centered preceptorship aimed to provide the tools, structure, and support necessary to provide safe patient care at CMH Ventura.

Program includes:

Patient rights and responsibilities Patient advocacy Basic human needs, growth development Body systems Medical emergencies Nutrition Assistance with ADLs







New Grad/Residency Programs



Where are our new grads?

CMH Nurse Residency - August 2023 to December 2024

2023-2024 Nurse Residency Program Medical Oncology Post Surgery Telemeter Emergency Department (fall 2024)

Fall 2023 – 13 nurse residents Spring 2024 – 13 nurse residents Fall 2024 – 18 nurse residents Nurse residents by the school VCC - 6 CSUCI - 8 West Coast University - 15 Moorpark - 7 Out of area/State - 7

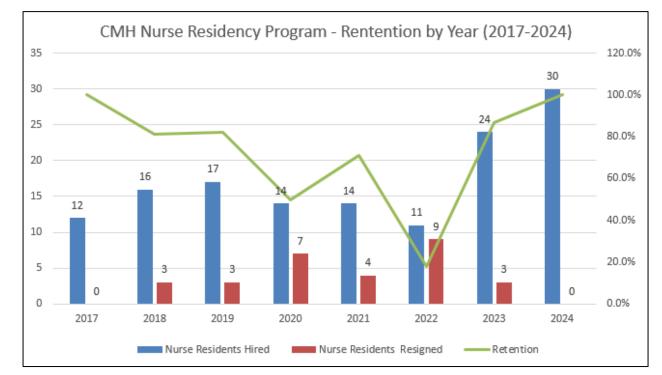
Total – 44 nurse residents BSN - 28 ADN - 16



Residency Program Retention Rate

The CMH Residency program boasts a one-year retention rate of 94%, surpassing the national average of 89% (Vizient NRP 2023).

Noted: As seen in the literature, the Pandemic and the two years afterward showed a significant attrition rate.

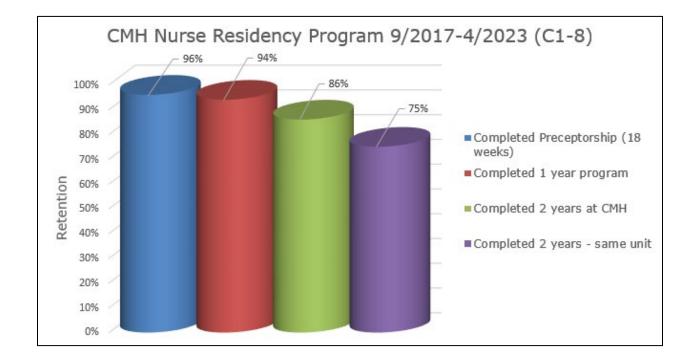




Residency Program Retention Rate

Two year retention through 2023 – 86%

75% completed two years on the same unit!





Residency Program 2025-2026

Due to the Epic implementation we did not have a spring 2025 cohort. Our next cohort will start July 21, 2025 (12-18 new grads).

The residency programs will resume twice a year starting in the spring 2026.

Program restructure – PTAP Standards and Tiered Skill Acquisition Model (TSAM).

The schedule will follow:

- November to December: Advertise and start interviews.
- The winter 2026 program begins in February.
- April to May: Advertise and start interviews.
- The summer program begins in July.



Where are our new grads?

New Graduate Nurse Program - August 2023 to December 2024

Critical Care New Grad Program VCC - 6CSUCI - 2West Coast University – 1 Moorpark – 1 Out of area/State – 4 Total – 14 new grads BSN - 7 ADN - 7Future programs – July 2025 (4-6) Maternal Child Health New Grad Program NICU – 3 new grads (BSN) - out of area schools L&D & MBU – 5 new grads VCC - 1 CSUCI – 1 The rest were out of area schools (BSN) Future programs undecided

Surgical Services

They are currently running a NIFA Peri-op Program. VCC – 2 All others were transfers or new to CMH Future programs undecided



New Graduate Strengths/Weakness

Strengths

- Interested in outcomes, nursing input and collaboration between professions
- Looking toward the future, not a job Advancement
- Open minded and willing to research, develop best practice
- Eager to learn, open with preceptors and to feedback, easily adapt to technology and devices (computer-based charting and learning)

Weakness

- Organizational skills
- Low assertiveness / self-confidence
- They value time off can be focused on requests during training
- Open to workarounds preceptor support is important!





Thank you!



St. John's Hospitals









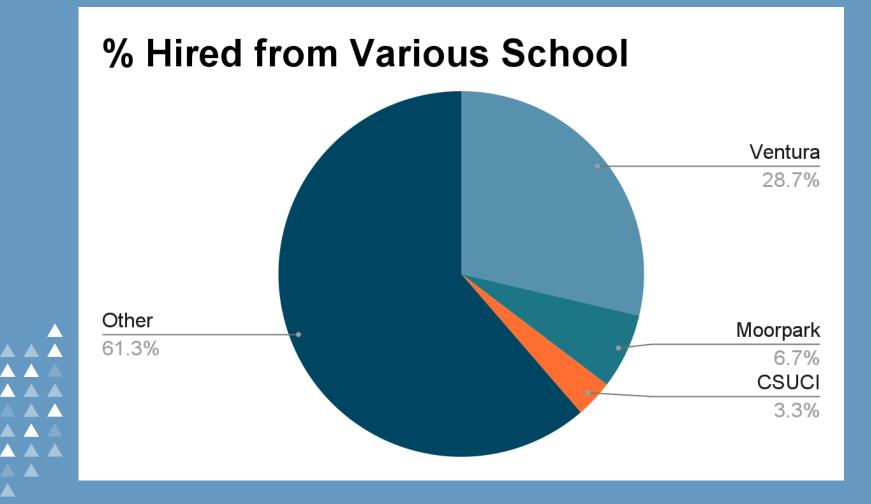
Aug. 2023 to Dec. 2024

151 Nurse Residents hired

1 Year Retention Rate

Aug. 2023 - July 2024

84%



Strengths & Weaknesses

- Strengths
 - Respectful
 - Med pass skills/knowledge
- Weaknesses
 - Critical thinking skills
 - Other skills (IVs, Foleys, wound care)
 - Apprehensive/timid
 - Not always seeking learning opportunities

Hiring Predictions

- Next cohort will be September 2025
- Anticipated need of 10-15 nurse residents
- Primary department will be telemetry





Facility Updates

- New President Patrick Caster
- New COO Saj Pullarkat
- Magnet Journey
- 2-3 cohorts annually
- Transition to National Nurse Residency Program
- Changes to student onboarding process





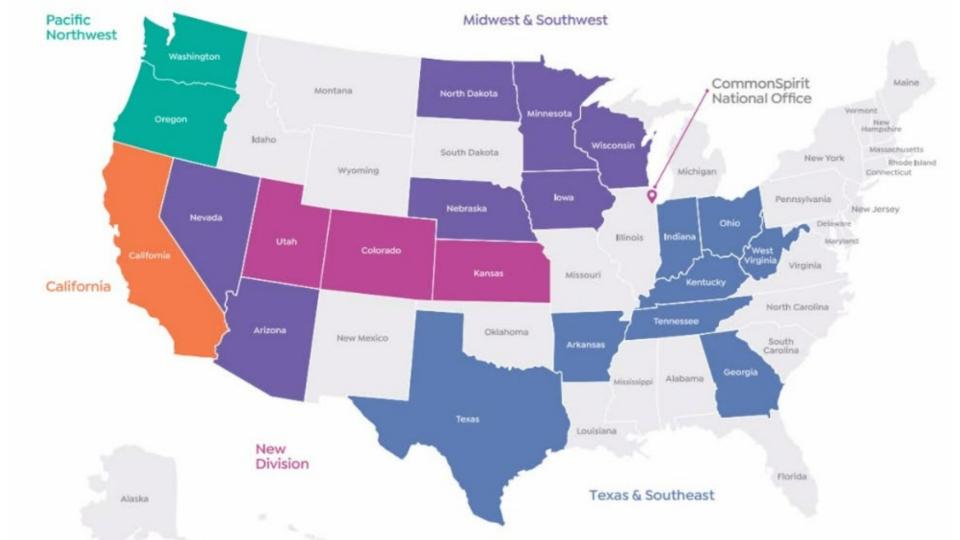


CommonSpirit Health National Nurse Residency Program

Academic Partnerships

Karen Magnani MSN RN PCCN-K, CCRN Alumnus, WCC Market Director, Southern & Central Valley Management Markets





The National Nurse Residency Program will deliver a best-in-class, nationally accredited, comprehensive, innovative transition to practice experience.

It will bring nurses into our ministry, improve satisfaction, reduce turnover, and support the development of our vital nursing workforce.



Taking Care of Our People

The CommonSpirit Health National Nurse Residency Program will:

- Be the largest, most innovative, and coordinated centralized program known in a nonprofit organization in the country
- Be a differentiator in its capabilities to attract, train, retain, and grow this crucial, at-risk workforce
- Increase the depth of nurse understanding in relationship to culture, mission, health equity, resiliency, leadership, quality of care, and patient experience while threading mission, vision, and values throughout
- Provide a platform to leverage the use of specific residency cohorts for existing and future mission-driven academic partnerships
- Underscore that nurses are indispensable in safeguarding public health



Key Facts

As a system, CommonSpirit Health is in a nursing turnover crisis

- In FY20, the organization lost 41.2% of nurses in the first year of hire and 30.9% of nurses between years one and two
- Meanwhile, nationally:
 - $\circ~$ The average first year turnover is 25-35%
 - One in five nurses (20%) leave their first job within 12 months causing annual losses of up to \$7M per hospital
 - Onboarding costs to replace a Registered Nurse are \$32K \$67K, and this increases to over \$100K for nurses in acute care and perioperative specialties



References:

Asber, S. R. (2019). Retention outcomes of new graduate nurse residency programs. Journal of Nursing Administration, 49(9), 430-435. https://doi.org/10.1097 /NNA.0000000000000 80 Eckerson, C. M. (2018). The impact of nurse residency programs in the United States . improving retention and satisfaction of new nurse hires: Ann evidence-based literature review. Nursing Education Today, 71, 84-90. https://doi.org/10.1016 /j.nedt.2018.09.00



Financial Stewardship

 Without intervention, CommonSpirit Health will experience approximately
 \$1.08 billion in first year nursing turnover costs across the next 5 years. Including nurses who leave within their first two years of employment takes this projection to over \$1.6 billion

 Note: these calculations are based on CommonSpirit Health's FY20 turnover rate of 41.2% of first year nurses and a replacement cost of \$67,000 per nurse, which does not include higher cost specialty turnover or vacancy costs (e.g. travel nurses, staff overtime, closed beds, and patient deferrals)



The program is to reduce 1st year nursing turnover rate at or below the national average by Year 2026



Program Goals

- Attract and retain talent to reduce turnover rate & cost (we need you to stay with us for years to come)
- Help new graduates through transition to practice and ensure consistent delivery of high quality patient care & experience (we need you to successfully transition to professional nurse role)
- Provide opportunities for professional growth by providing exposure and immersion to clinical practice; and provide professional coaching (we hope that you stay with us and continue your professional growth for years to come)



Program Overview and Framework & Resources



PTAP Accreditation & Future Goals for NNRP Accreditation

Practice Transition Accreditation Program-PTAP

The American Nurses Credentialing Center (ANCC) and the Commission on Accreditation (COA) are the providers of the Practice Transition Accreditation Program[®] (PTAP). ANCC Accreditation Program supports the lifelong learning needs of RNs and APRNs through credentialing programs that are designed to positively impact the professional practice of nursing and patient outcomes.

These criteria for residency and fellowship programs help organizations ensure that all nurses successfully transition into or between different practice settings as they begin or continue their journey as lifelong learners and healthcare practitioners.

Proposed Intervention

Based on a review of the current literature and synthesis of the evidence, CommonSpirit's nationally structured and standardized nurse residency program has been designed to meet **PTAP** guidelines & will include:

- Structured framework and model recommend using Patricia Benner's Noviceto-Expert model (Benner, 1982).
- Preceptorship
- Mentorship
- Didactic / structured core content with additional modules added for specialty areas (to include perioperative services, emergency services, critical care and maternal-child health in Phase I; behavioral health, ambulatory care, care coordination in Phase 2)

- Format flexibility content can be delivered online using a learning management system, can be Instructor-led training (ILT) or hybrid
- Clinical immersion
- Simulation
- Duration 12 months In addition, strong organizational and leadership support is required. This support will come in the forms of financial support, resources and personnel



Program Structure





Program Components



- Married State Preceptorship Model
- Tiered Skills Acquisition Model
- Journals
- Surveys
- Pre-work
- Instructor Led Classes
- Skills/ Competency Validation
- Interprofessional Teaming

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Interprofessional Teaming-Out Rotations

- Pre-planned activities based on unit of hire
- Shadow Interprofessionals
- Document reflections in LMS

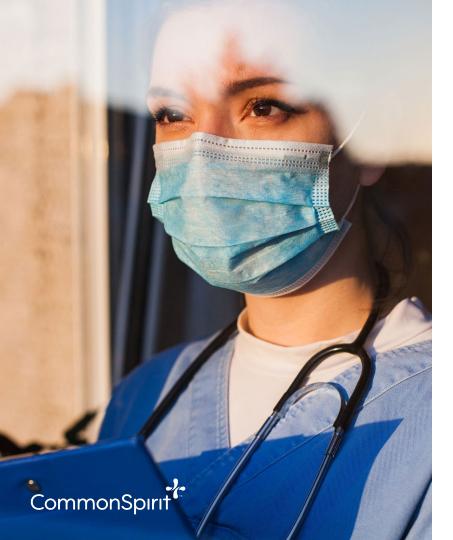




Nurse Resident Well-Being

- Cohorted Hiring
- Peer to Peer Well-being Debriefs
- Journal Reflections
- Mentorship





Enhancing the Preceptor Experience

- Standardized Training
- Cotter's Tool
- Digital Skill Sign-Offs
- Micro-learning Repository

System Progress



NNRP Retention

Region	Division	Division	Total Retention
Northwest	<i>Pacific Northwest</i> 90% aggregate 81% one year		90% aggregate 81% one year 92% active
California	<i>Northern California</i>	<i>Southern California</i>	92% aggregate
	92% aggregate	92% aggregate	83% one year
	89% one year	79% one year	93% active
Central	<i>Midwest</i>	<i>Southwest</i>	91% aggregate
	91% aggregate	92% aggregate	86% one year
	87% one year	85% one year	94% active
South	<i>Texas</i>	Southeast	93% aggregate
	94% aggregate	90% aggregate	86% one year
	89% one year	74% one year	98% active



NNRP Updates: Southern & Central Valley Markets



Retention Rates for NNRP - 92% (503 current NRs)

St Mary's Medical Center 90% aggregate

• Cohort 4 will start in Feb 2025-16 MST

California Hospital and Medical Center - 83%

- Cohort 6 will start March 2025 8 MST
- Open positions on MST units decreasing due to improving retention

Northridge Hospital & Medical Center - 96%

• Cohort 3 will start March 2025 -28 NRs - multiple tracks

Mercy Hospitals Bakersfield - 98%

• Cohort 5 will start in February - 36 NRs - multiple tracks

Community Hospital San Bernardino - 100%

• No staffing need for March Cohort - first cohort completes April 25th

CommonSpirit

Retention Rates for NNRP

St Bernardine Medical Center - 98%

• Cohort 2 will start March 2025 - 37 multiple tracks

Mercy Medical Center Merced - 87%

• Cohort 2 will start March 2025 - 18 NRs - added clinical tracks

Bakersfield Memorial Hospital - 100%

- Cohort 1 will start in January 2025 Periop
- Cohort 2 will start in February 2025 39 NRs multiple tracks

Glendale Memorial

• Leader training will be revisited - SC in place - goal for September go live



Retention Rates for NNRP

Mark Twain Medical Center

- No positions needed for NRs
- Site is prepped
- New SC has been hired orientation continues

St Joseph's Medical Center - Stockton

• re-initiating conversations with the Stockton leadership team- targeting a start this year

St Joseph's Behavioral Health - Stockton

• No Positions needed for NRs



Thank you



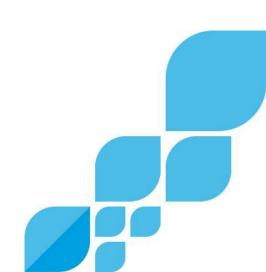


Spring 2025 Nursing Advisory Committee Meeting

Presented by: Julia Merich RN, MSN, NPD-BC

Multi-site Manager, Clinical Practice and Education





Hospital Updates

- New hospital president: Alice Issai
- 60-year anniversary
- Southern California Network CP&E Team
- Magnet Journey has begun!







OPERATING ROOM (15 weeks)

Includes the entire AORN PeriOp101 program which provides 39.8 CEU credits upon completion. There is a final test at the end for successful course completion. Re-test opportunities are available, if needed.

EMERGENCY I Includes full cor Orientation (EN

EMERGENCY DEPARTMENT (12 weeks)

Includes full completion of the ENA's Emergency Nursing Orientation (ENO) which provides 76 CEUs, Emergency Severity Index for Triage, and nurses will also attain their NIH Stroke Scale certification.

Transition into Practice Opportunities



CRITICAL CARE (14 weeks)

Includes 18 modules from American Association for Critical Care Nurses (AACN) Essentials of Critical Care Orientation (ECCO) program which provides 75.45 CEUs. Nurses will also attain their NIH stroke scale certification.

RN Resident Hiring Statistics

January 2024 – March 2025

Moorpark	Ventura	CSUCI	Other Schools*
5	0	0	14

*Out of state/non-VC schools- Residents reported they may live locally but chose a different school due to wait list *Most RN Residents were existing AHSV employees or volunteers before beginning their residency program



Strengths

- Eager to learn
- Seek out tasks/opportunities
- Stronger RN performance/shorter orientation times for students who complete their preceptorship at AHSV

Opportunities

- Time Management; Clustering care; Documentation
- Communication with physicians and other departments
- Prioritization
 - What patient takes priority? What tasks can be delegated?
- Lack of self-confidence/timid; afraid to ask questions
- Knowledge of nurse-sensitive quality indicators

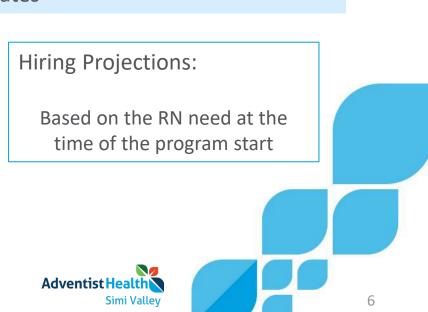


Residency Program Update

- 2 active cohorts
- Next cohort starting summer 2025
- We currently hire both ADN and BSN graduates

Program Description

- 1 year program
- Monthly classes
- Preceptor-based orientation
- Field Trip Opportunities to other departments
- Professional Development



1a. What educational needs do you identify for the new grad in terms of communication, teamwork, and collaboration? (Tables 2 & 3)

Open to constructive feedback Students are shy to ask questions	Professional communication with interdisciplinary team. How to handle crucial conversations in the workplace.	Teamwork and collaboration come naturally to them. The skill they struggle with is communication. They have a hard time receiving feedback without taking it personally.	Need focus on just culture
Allow them to actively participate in shared governance	Communication-speaking up. Professional communication Handling difficult situations	Being personable and allowing open discussion for criticism	Ensure professional communication with patients and members of the healthcare team. Receive feedback as intended to improve professional practice, and not to be punitive (as long as delivered appropri

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Willingness to speak up and report safety concerns and an understanding the unsafe processes can't be fixed if they aren't reported. Delegation

1b. What educational needs do you identify for the new grad in terms of safety and patient-centered care? (Tables 4 & 5)

Integrating safet initiatives in every plan of care Again, understanding just culture and the ability to bring forward mistakes or near misses as learning opportunities Adequate competence with basic skills. Possibly need more practice to ensure appropriate infection control strategies. The conceptual framework should be focused on safety and built into culture. Have a safety huddle and share safety stories. 1c. What educational needs do you identify for the new grad in terms of leadership and management? (Table 6)

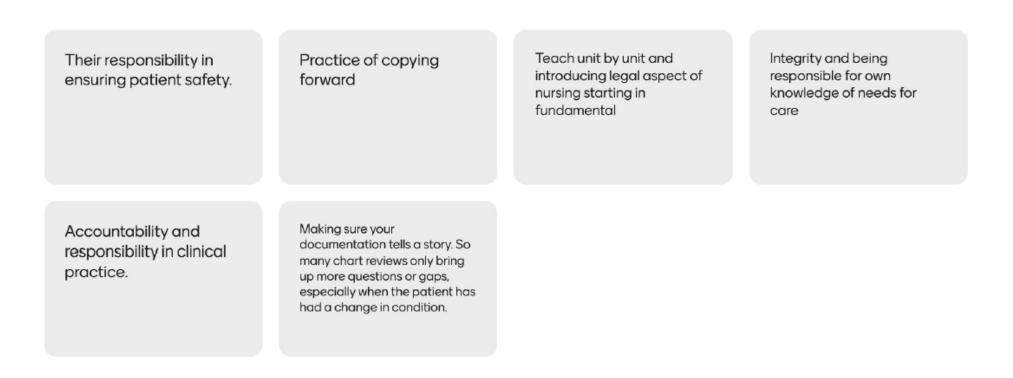
Time management

More educational focus needs to be on delegation and the importance of this in leadership and management Better understanding of quality indicators and drivers of healthcare finance- how the nurse affects expenses and revenue.

Self confidence, understanding of delegation



1d. What educational needs do you identify for the new grad in terms of Legal and ethical nursing practice (Table 7)



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2. During the hiring process at your health care agency, what evidence of the desired competencies are you looking for in new applicants?

Preceptorship/externshi p experience	We ask scenario questions, with the hope that they will focus on safety related issues and critical outcomes.	Experiences they have had- preceptorship, volunteer work, major projects or contributions	Engaged employees - active learners and focused on proactive professional growth
In their communication and interaction during the interview. Evidence of experience- either paid or as external.	In interviews, share details of stories and true experiences. Then share what you learned and how you've changed/maintained your practice because of the experience.	Life experience, and perseverance during challenging times, in addition to personal references	Ability to articulate experience with difficult situations, people. Ability to articulate engagement with professional development. Share what you bring to the table!

Expectations

3. What challenges are agencies facing due to the "nursing shortage" and how can our partnerships assist in filling these gaps?

Retention	Retention committees	Intership	Consider bringing back refresher courses for experienced nurses wanting to return to bedside. Or for new grads who don't secure an RN role within 12 months of graduating.
Nurses are stressed. Please understand when we limit the number of students in a clinical area. Some academic partners can be pretty aggressive.	In civility is still causing new nurses to leave	Higher usage of consistent resource nurses. Would suggest increase hiring of break nurses as well, as this helps the staff members greatly	

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4. Student Question: What are the top 3 influencing factors you consider critically important in selecting a potential employer as a new graduate?

Providing support for new graduates

How staff treated students will let me know how I will be treated as a new grad Diversity in the hospital / on the floor. I love to see a mixture of seasoned nurses and new grads especially when theres a just, teaching culture. I also love seeing a diverse ethnic workplace :) I'm looking for a residency program that allows me to transition into an inclusive environment that allows me to grow without judgement

Willingness and patience to teach and share knowledge.

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5. Student Question: In what ways have clinical agencies been the most helpful to you in your clinical training?

Some preceptor in clinical agency give Feedback after the shift is over. What went well, what I may need to get more comfortable in what I should do a refresher on

When I feel supported in my learning journey. I always appreciate when the nurse goes out of their way to provide learning opportunities. The more hands on experience, the more confidence I gain By allowing me to grow, explore, and lead without judgement. I found that the best experiences consisted of a setting that promoted inclusivity and mutual understanding. Feedback is also super importa The preceptors have been amazing! They are always willing to help , allow us to practice our skills, give feedback. -helped grow my skills -helped grow my professional practice (SBAR, AIDET, HCAHPS) helped diversity my cultural competence -allowed the opportunity to see many different Nursing specialties