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# CAPITAL AREA SCHOOL OF PRACTICAL NURSING

## ANNUAL STAKEHOLDER REPORT

2018-2019



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## TO OUR STAKEHOLDERS

WELCOME TO THE 2018-2019 ANNUAL STAKEHOLDER REPORT FROM CAPITAL AREA SCHOOL OF PRACTICAL NURSING.

CASPN Leadership, Faculty, and Staff highly value quality nursing education. We are proud of our school and are pleased to share our accomplishments of the past academic year in this Stakeholder's report. We want to thank all of our stakeholders for your collaborative relationships as we continue to fulfill our mission.

We look forward to continued growth and accomplishments for all.

Dianne Hacker, MSN, RN, CNE  
Nurse Administrator

## About CASPN

Capital Area School of Practical Nursing, CASPN, was established in 1957 under the requirements of the Illinois Department of Registration and Education. The first class enrolled in CASPN was in March 1958. The program was sponsored by the Springfield Public School District #186 Board of Education, and the State Department of Vocational Education. The program was established at the request of, and in cooperation with, St. John's Hospital and Memorial Hospital of Springfield as a 1+1 program. Division Nine of the Licensed Practical Nurse Association of Illinois (LPNAI) gave loyal support to the organization of the program. On July 1, 1977, the nursing program was relocated to the Capital Area Vocational Center (now known as the Capital Area Career Center (CACC)). The Springfield School of Practical Nursing underwent a name change and it is now Capital Area School of Practical Nursing (CASPN). At this time, it became an adult post-secondary program. CASPN is the only adult vocational program at the high school career center. CASPN is located in Springfield Illinois, on the campus of it's governing organization Capital Area Career Center, CACC. The nursing program consists of 1330 hours of instruction in both classroom and clinical settings to prepare students to take the state licensing examination (NCLEX) to become Licensed Practical Nurses (LPN's). The CASPN Mission guides our Philosophy and supports the overall mission of the Capital Area Career Center.





## **VISION**

Shaping the future of healthcare through nursing excellence in education, advancement, and practice.

## **MISSION**

To provide quality educational opportunities for students to develop the knowledge, skills, and attitudes necessary to succeed and advance in the nursing profession while serving a culturally diverse community in a variety of healthcare settings.

## **STUDENT LEARNING OUTCOMES**

- Provide patient-centered care across the lifespan of diverse patients utilizing evidence-based practice and informatics.
- Collaborate with members of the healthcare team to promote continuity of patient care and quality improvement.
- Apply physiological and psychosocial principles to provide safe nursing care while utilizing the nursing process.
- Demonstrate professionalism consistent with legal and ethical standards that promote the profession of nursing.

## **Concepts**

Safety - Patient-Centered Care - Teamwork and Collaboration - Professionalism

## CASPN Philosophy

Nursing practice is grounded in the biological, psychological, sociological, and spiritual sciences. It is devoted to promoting, maintaining, and restoring the health of individuals, families, and selected groups, as well as supporting a peaceful, dignified death.

Licensed Practical Nurses (LPN's) are members of the health care team and, as such, care for diverse individuals and families across the lifespan in a variety of inpatient and community-based settings by providing culturally sensitive, individualized, client-centered care.

Licensed Practical Nurses recognize that interdisciplinary collaboration among the health care team is critical to delivering safe, quality client care. Application of evidence-based practice and quality improvement requires skills in communication and client care technology. These skills are essential to the delivery of quality care while ensuring safety. Nursing values guide interactions with individuals, families, and the health care team.

LPNs demonstrate professional conduct by exhibiting accountability for their actions, practicing within their scope of practice, and assuming legal responsibility for the care they provide. LPNs uphold their commitment to the public by adhering to an established code of ethics, which provides a context for making judgments and offers guidelines for maintaining professionalism.

The major roles of the LPN include a provider of nursing care, coordinator of client care, and member of the nursing profession. As providers of care, LPNs promote wellness, identify current and emerging client problems, and function as advocates for individuals, families, and selected groups. LPNs manage client care using clinical judgment, incorporating the nursing process and caring as essential tools. As coordinators of care, LPNs communicate, collaborate, and provide leadership within the interdisciplinary health care team to promote and maintain client health and ensure continuity of care. They provide client education to achieve positive clinical outcomes. As members of the profession, LPNs are accountable for maintaining professionally established standards of nursing practice, adhering to practice regulations specified by each respective state, as well as adhering to established legal and ethical directives.

Lifelong learning is a means of assuring that practice is continually based on current knowledge. Also, continued formal education provides an opportunity for personal advancement within the profession.

## GOVERNANCE

The Governing Board of CACC governs the Capital Area School of Practical Nursing. The funding for CASPN is provided by student tuition and the Illinois Community College Board (ICCB) grant. Jodi Ferriel CACC Director leads the CACC Administration team. A full-time Nurse Administrator oversees the nursing program. The Clinical Skills Lab Coordinator and the Nursing Faculty support the Nurse Administrator. The Admissions Specialist, the Financial Aid Specialist, and the Adult Learning Secretary further supports the CASPN Nurse Administrator.

## LICENSE & ACCREDITATION

The CASPN program is licensed by the IDFPR, Illinois Department of Financial and Professional Regulation. The CASPN program is currently and has been continually accredited by the North Central Association/Commission on Accreditation and School Improvement (NCA/CASI/AdvancED) for post-secondary school accreditation, and by the Accreditation Commission for Education in Nursing, (ACEN). ACEN has accredited CASPN from December 1984 to current. The U.S. Department of Education recognizes ACEN accredited programs as the gatekeeper for Title IV funding. Title IV funding provides student access to federal student loans. **Only 7 out of 43 Practical Nursing Programs licensed in the state of Illinois are ACEN accredited.**

The North Central Association/Commission on Accreditation and School Improvement  
(NCA/CASI/AdvancED)



9115 Westside Parkway  
Alpharetta, Georgia 30009  
<http://www.advanc-ed.org>

The Accreditation Commission for Education in Nursing (ACEN)



3343 Peachtree Road NE, Suite 850  
Atlanta, Georgia 30326  
Phone: (404) 975-5000  
[www.acenurinsg.org](http://www.acenurinsg.org)



## ADMINISTRATION

### NURSE ADMINISTRATOR



**Dianne Hacker RN, MSN, CNE**

Dianne has held the position of CASPN Nurse Administrator since July 2016. She is a Certified Nurse Educator and holds a Master of Science in Nursing from Southern Illinois University. She is experientially qualified for the role based on her work history. Dianne has current experience as an ICU Burn Trauma RN at Memorial Medical Center. She is an Instructor for the Certified Nursing Assistant program at Lincoln Land Community College. She has held past leadership roles and has a current membership in Sigma Theta Tau International Honor Society of Nursing. Dianne has been a member of the CASPN faculty from May 1994 to July 2016, when she accepted the position of Nurse Administrator.

### CLINICAL SKILLS LAB COORDINATOR



**Amy Niehaus RN MSN**

Amy has been in the role of the Clinical and Skills Lab Coordinator position at CASPN since Dec. 2017. She holds an MSN & BSN from Southern Illinois University in Edwardsville. Amy is experientially qualified as she has worked in the areas of critical care, pre and post-operative care, medical-surgical nursing, staff development, education and training. Amy has worked as a Nurse Manager on a surgical unit and was also a member of the kidney/pancreas transplant team at Memorial Medical Center.



## FULL-TIME FACULTY



**Karen Durr, RN BSN** Karen is in the classroom and is a clinical instructor for Fundamentals of Nursing and Medical-Surgical Nursing I. Karen graduated with a BSN from Sangamon State University. She has experience as a Medical-Surgical staff nurse at Memorial Medical Center in Springfield and has worked as a Nurse Manager at Southern Illinois University School of Medicine, SIU. Karen has been a CASPN Clinical Instructor since 2011, and a full-time CASPN faculty member since July 2016.



**Gloria Eppley, APRN, CNS**

Gloria is a classroom and clinical instructor for Maternal Newborn Nursing, Nursing Care of Children, and Mental Health. She has been a full-time member of the CASPN faculty since 2002. Gloria received a bachelor's degree in nursing from Truman State University and a master's degree in nursing from Indiana University. She is a licensed Advanced Practice RN with experience as a Clinical Nurse Specialist on the Family Maternity Unit at Memorial Medical Center in Springfield IL.



**Megan Hackett, RN MSN**

Megan is a full-time classroom & clinical instructor for Medical-Surgical Nursing II and Leadership. Megan has been at CASPN since July 2015. She received a BSN from Millikin University and an MSN with a specialty in Nursing Education from Western Governors University. Megan has previous work experience as a Medical-Surgical IMC RN at Memorial Medical Center in Springfield IL.



**Kim Patterson RN BSN**

Kim is the classroom and clinical instructor for Anatomy and Physiology with Normal Nutrition and for Medical-Surgical Nursing I. She received her BSN from the University of Illinois, Springfield. Kim has experience working as a Burn and ICU nurse, Nurse Manager, and Education Coordinator at Memorial Medical Center. She has experience in Long term care as a Director of Nursing at Lewis Memorial Christian Village in Springfield. Kim has experience as a CASPN Clinical Instructor before becoming a full-time CASPN faculty member in August 2017.



**Jeanne Skube RN BSN MS**

Jeanne is the Accreditation Coordinator and works in the area of program development. This role includes Continuous Improvement, Survey development, and dissemination, Instructor of Clinical Scenario Float-outs, Coordinator for Career Fairs & Advisory Committee meetings, Accreditation, and Stakeholder reports. Jeanne received a BSN from Mac Murray College and an MS in Management of Organization Behavior from Benedictine University. Work experience includes areas of Medical-Surgical, Emergency, and Home Health at Memorial Health System in Springfield IL. Jeanne has been a CASPN Clinical Instructor since 2009, has worked as a full-time member of the CASPN Faculty since 2013.

**PART-TIME FACULTY**



**Ryan Coady**  
RN MSN CMSRN



**Linda Cockerill**  
RN BSN MS



**Kelsey Heckrodt**  
RN BSN



**Jeff Hickman**  
RN BSN



**April Howard**  
RN MSN



**Annette Kissell**  
RN BSN



**Deborah Veach**  
RN MSN



**Misty Stone**  
RN BSN

## ADMINISTRATIVE STAFF

### **Kristin Bender, Admission Specialist**

As the secretary for adult education, Kristin applies her skills in communication, computer use & technology to perform routine and diversified clerical duties. Kristin demonstrates a commitment to teamwork through committee participation, survey disbursement, and data collection. She works closely with the Admissions and Financial Aid specialist. She maintains records for established procedures and guidelines that enhance the professional and efficient operation of the CASPN nursing program and the CACC Adult CNA program.

### **Tina DeRosear, BA, Financial Aid Specialist**

Tina holds a bachelor's degree in psychology. Tina collaborates with students, WIOA case managers, and agencies regarding entry into the CASPN Program, tuition, and costs, & financial aid. The Financial Aid specialist recognizes student eligibility for financial aid, manages federally mandated entrance and exit counseling to all students at CASPN, and maintains appropriate documentation. The Financial Aid Specialist has a close working relationship with Students and WIOA representatives to ensure accurate and timely disbursements of Financial Aid awards. The Financial Aid Specialist participates in annual state and federal audits.

### **Morgan Reynolds, Adult Education Secretary**

As the secretary for adult education, Morgan applies her skills in communication, computer use & technology to perform routine and diversified clerical duties. Morgan demonstrates a commitment to teamwork by working closely with the Admissions and Financial Aid specialist, through committee participation, survey disbursement, and data collection. Morgan administers and proctors the CASPN entrance exams on a regularly scheduled basis. She maintains records for established procedures and guidelines that enhance the professional and efficient operation of the CASPN nursing program and the CACC Adult CNA program.

## ADMINISTRATIVE STAFF



Kristin Bender



Tina DeRosear



Morgan Reynolds

## STUDENTS

### GRADUATIONS AND AWARD WINNERS

There were two classes of students who graduated in the 2018-2019 school year, Class 122 and 123.

#### Class 122

Graduation for Class 122 was on Friday, December 14, 2018, at Rochester High School Auditorium for 55 students. Highlights of the graduation are as follows:

Fifty-five members of class 122 graduated and were prepared to take the NCLEX exam to become a Licensed Practical Nurse. Fifty-five CASPN graduates took the NCLEX exam, between December 2018 and March 2019. Forty-eight graduates passed the NCLEX exam for an 87% first-time pass rate. 6 of 7 graduates repeated the test for a second time and five passed. 1 of the 7 graduates did not retest.

The State of Illinois average pass rate between October 2018 - March 2019 was 87%.

The National average pass rate for practical nursing students educated in the United States and taking the NCLEX exam for the first time between October 2018 - March 2019 was 87%.

#### Student Council

The class elects the Student Council members at the beginning of the second quarter. Their role while at CASPN is to be the collective voice of their peers and to assist with improving CASPN as a whole.

Sajita Ruffin	Arica Grove
Jennifer Stone	Ashley Barber
Cassandra Brown	Lyndsie Constant
Rachel Goedecke	Morgan Jackson

#### Outstanding Academic Achievement

The following students were in the top 10% of the class and received an award for Outstanding Academic Achievement.

Cheyenne Barnes	Heidi Fisher
Lisa Gochanour	Angel Lawrence

## **Class 123**

Graduation for Class 123 was on Friday, June 21, 2019, at Rochester High School Auditorium for 59 students. Highlights of the graduation are as follows:

Fifty-nine members of class 123 graduated and are prepared to take the NCLEX exam for a Licensed Practical Nurse. 59 CASPN graduates took the NCLEX exam, between June 2019 and October 2019. Fifty-five graduates passed the NCLEX exam for a 93% first-time pass rate. 3 out of 4 CASPN graduates repeated the test for a second time and one passed. One graduate did not retest.

The State of Illinois 2019 average pass rate between April - September 2019 was 92%.

The National average pass rate for practical nursing students educated in the United States and taking the NCLEX exam for the first time between April 2019 - September 2019 was 89%.

### **Student Council**

The class elects the Student Council members at the beginning of the second quarter. Their role while at CASPN is to be the collective voice of their peers and to assist in improving CASPN as a whole.

Russell Bonds  
Shelby Perez  
Kayleigh Griffith  
Erica Rolando

Vanessa Middlebrooks  
Jasmyne Lenzie  
Michayla Harte  
Malarie Terry  
Jessica Reed

### **Outstanding Academic Achievement**

The following students received an award for Outstanding Academic Achievement based on the highest 10% of the class GPA.

Ashley Bertino  
Alexia Jones  
Alexis Williamson

Aleigha Moore  
Erika Rolando  
Andrea Snyder



## CASPN Florence Nightingale Award

### Florence Nightingale Award recipient

*Heidi Fisher ~ Class 122*

*Karen Montgomery ~ Class 123*

CASPN honors the traditional nursing values of Florence Nightingale, who is known as the founder of modern nursing. Her devotion to providing safe, compassionate nursing care led to an improvement of deplorable conditions in the Crimean War of the 1850s and continues to impact the nursing profession today.

CASPN faculty nominate a student from each class who has exemplified a commitment to the same values of Florence Nightingale. The nomination criteria of the CASPN Florence Nightingale award are as follows:

**Care & Compassion:** The student demonstrates and verbalizes care, compassion, and sensitivity of needs to all patients without judgment.

**Knowledge:** The student demonstrates and verbalizes nursing knowledge appropriate to LPN.

**Skill:** The student demonstrates and verbalizes the knowledge of nursing skills.

**Quality:** Students are aware of available resources and the relationship between and use of resources for patient care and patient outcomes.

**Data Collection:** Student demonstrates knowledge of data collection; it's use in clinical reasoning, clinical judgment, and clinical decision making.

**Critical Thinking:** Student demonstrates an understanding of the importance of critical thinking to provide holistic care and optimal patient outcomes.

**Collaboration:** The student demonstrates and verbalizes knowledge of collaboration with the interdisciplinary team for effective patient outcomes.

**Coordination:** The student recognizes and demonstrates the need to coordinate care with all health care providers for optimal patient outcomes and payor services.

**Teacher:** The student demonstrates and verbalizes knowledge of patient education and or to caregivers for optimal outcomes.

**Innovation:** The student verbalizes and demonstrates knowledge of evidence-based practice, and suggests a new way of doing things to improve patient outcomes continuously.

**Dedication:** The student demonstrates and verbalizes dedication to lifelong learning in the Nursing Profession and the implementation of most current evidence-based practice.

## STUDENT DEMOGRAPHICS

In addition to the program outcome indicators, CASPN tracks statistics regarding the demographic composition of each class, as displayed in the table below.

Class Number	Age	Gender	Race	Residence location in miles from Springfield
Class 118	18-29 35 30-39 23 40-49 3 50+ 0	Male 1 Female 60	Caucasian 40 African American 15 Other 6	0-25 miles 11 25-50 miles 18 50-75 miles 15 >75 miles 13
Class 119	18-29 38 30-39 19 40-49 4 50+ 1	Male 4 Female 58	Caucasian 45 African American 16 Other 1	0-25 miles 23 25-50 miles 25 50-75 miles 8 >75 miles 6
Class 120	18-29 46 30-39 15 40-49 4 50+ 0	Male 2 Female 63	Caucasian 43 African American 20 Other 2	0-25 miles 13 25-50 miles 25 50-75 miles 14 >75 miles 12
Class 121	18-29 34 30-39 15 40-49 4 50+ 1	Male 2 Female 53	Caucasian 32 African American 18 Other 5	0-25 miles 15 25-50 miles 18 50-75 miles 16 >75 miles 7
Class 122	18-29 31 30-39 18 40-49 6 50+ 7	Male 1 Female 61	Caucasian 34 African American 24 Other 4	0-25 miles 21 25-50 miles 17 50-75 miles 8 >75 miles 17
Class 123	18-29 43 30-39 18 40-49 3 50+ 1	Male 5 Female 60	Caucasian 32 African American 25 Other 9	0-25 miles 25 25-50 miles 16 50-75 miles 15 >75 miles 10



## CLINICAL SITES

The following clinical sites provide for patient care experiences.

Acute Care Clinical Affiliates	
Affiliate Hospitals	Location
Memorial Medical Center	Springfield IL
St. John's Hospital	Springfield IL
Abraham Lincoln Memorial Hospital	Lincoln IL
Taylorville Memorial Hospital	Taylorville IL
Passavant Area Hospital	Jacksonville IL
Decatur Memorial Hospital	Decatur IL

Long Term Care Clinical Affiliates	
Long Term Care Clinical Sites	Location
Auburn Rehabilitation & Health Care Center	Auburn IL
Abraham Lincoln Memorial Hospital	Lincoln IL
The Bridge Care Suites	Springfield IL
The Christian Village	Lincoln IL
Fair Havens Senior Living	Decatur IL
Heritage Health	Springfield IL
Hickory Point Christian Village	Forsythe IL
Imboden Creek Living Center	Decatur IL
Jacksonville Skilled Nursing and Rehab Center	Jacksonville IL
Lewis Memorial Christian Village	Springfield IL
Regency	Springfield IL
St. Clara's Rehab and Senior Care	Lincoln IL
The Villas Senior Care Community	Sherman IL

Specialty Clinical Affiliates	
Clinical Affiliate Specialty Areas	Location
SIU Center for Family Medicine	Springfield IL
SIU Women & Children's Center	Springfield IL
Memorial Physician Service - Koke Mill	Springfield IL
Lincoln Prairie Behavioral Health Center	Springfield IL
Andrew McFarland Mental Health Center	Springfield IL

## End of Program Student Learning Outcomes (EPSLO):

CASPN has 4 End of Program Student Learning Outcomes. 1) Safety 2) Patient-Centered Care 3) Team Work & Collaboration 4) Professionalism.

Each EPSLO is an area of competency that CASPN measures at both the course and program level.

CASPN has developed the expected level of achievement for each EPSLO

CASPN measures the expected level of achievement in 3 ways:

- 1) **Individual** student achievement
- 2) **Cohort** achievement
- 3) **Skill application**

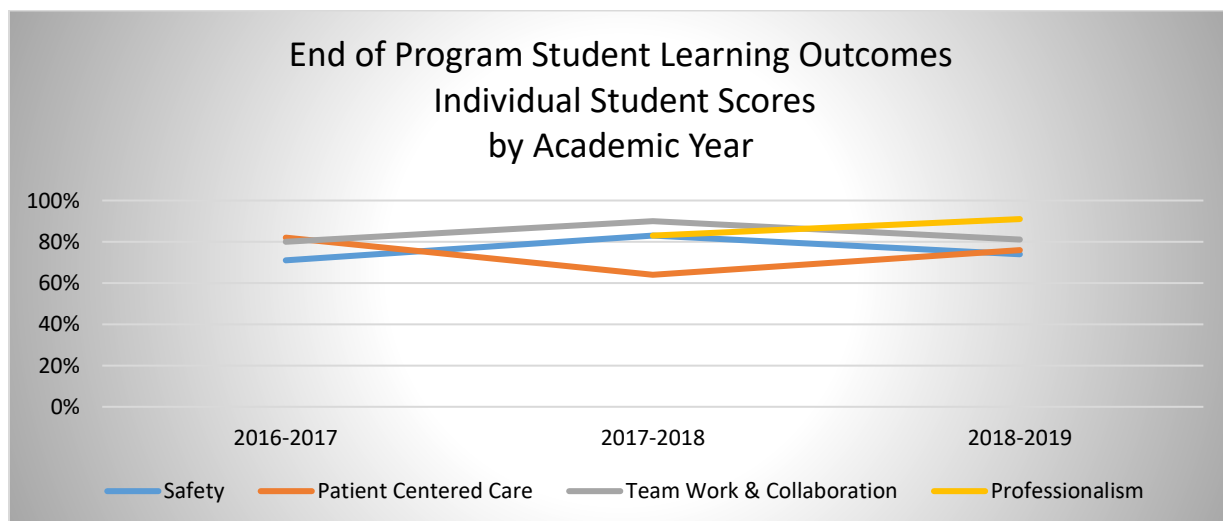
Each EPSLO has an Expected Level of Achievement, (ELA) or "goal" that is measured.

ELA Measurement Tools:

- 1) **Individual achievement:** ATI PN Predictor exam
- 2) **Cohort achievement:** ATI PN Predictor exam
- 3) **Skill application:** Clinical Evaluation tool, Quarter 4 (last quarter)

### ELA # 1 - Individual student achievement

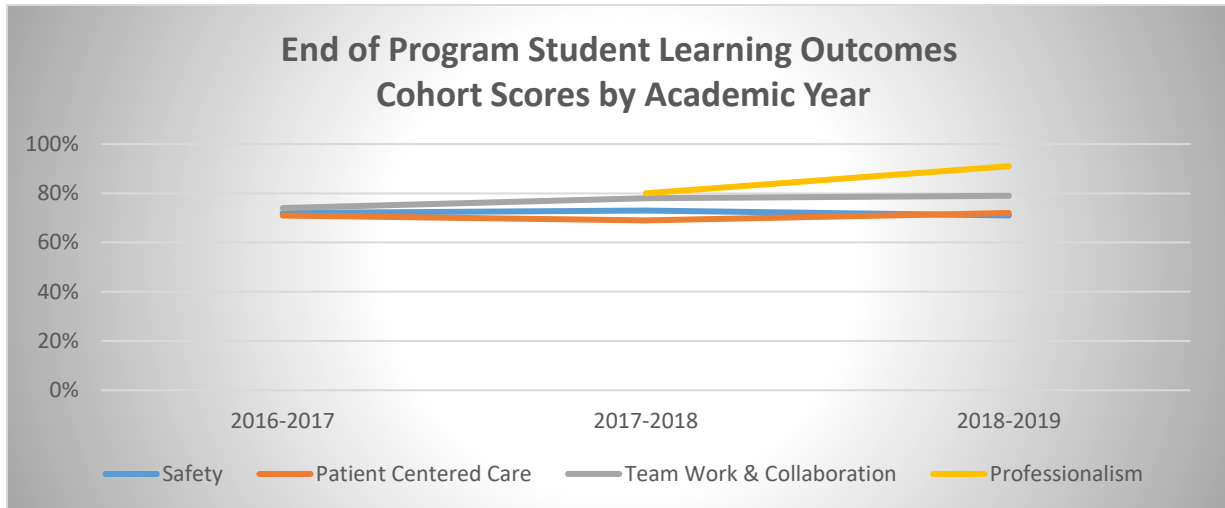
90% of the students will score 65% on the ATI PN Predictor exam in the category of Safety, Patient-Centered Care, Team Work & Collaboration, and Professionalism.



Of the EPSLOs measured for Individual student achievement data from December 2016 through June 2019, except data for Professionalism that became available June 2017.

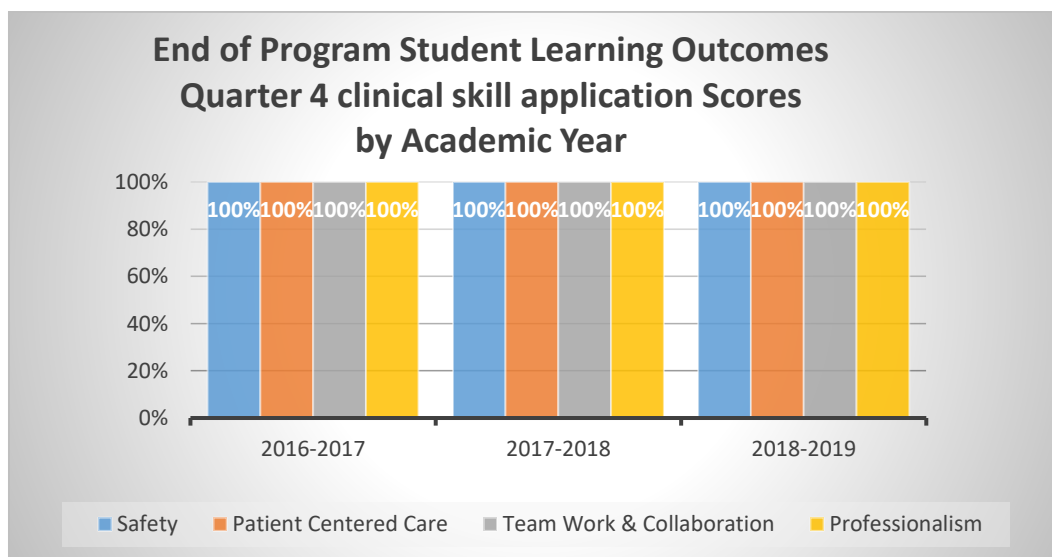
**ELA # 2 - Cohort achievement**

The cohort average will be >65% in the category of Safety, Patient-Centered Care, Team Work & Collaboration, and Professionalism.



**ELA # 3 - Clinical Skill Application**

Students will minimally score Satisfactory on the QTR 4 clinical evaluation tool in the category of Safety, Patient-Centered Care, Team Work & Collaboration, and Professionalism.



## PROGRAM OUTCOMES

Capital Area School of Practical Nursing trends and analyzes statistics in the following categories to assess program outcomes:

- Completion Rates
- NCLEX PN Pass Rates
- Job Placement Rates

### COMPLETION RATES

The completion rate is the percentage of students that graduate in a time of no more than 150% of the stated program length of 4 quarters. For CASPN, this time frame would be no more than six quarters.

#### Completion Rate Data

A Review of the completion rate data shows that CASPN exceeds the reported ACEN PN program completion rates.

#### Completion Rates by Academic Year

Year	CASPN	State	ACEN
2016-2017	90%	64%	71%
2017-2018	89%	64%	84%
2018-2019	89%	67%	---

\*National completion rates not available

#### Completion Rates by Class

Class	Graduation Date	Beginning enrollment	Number Graduated	Completion Rate
Class 118	December 2016	64	60	94%
Class 119	June 2017	62	54	87%
Class 120	December 2017	65	62	95%
Class 121	June 2018	66	54	83%
Class 122	December 2018	62	55	89%
Class 123	June 2019	66	59	89%

## NCLEX PASS RATES

The Illinois Department of Financial and Professional Regulation reports state licensure examination data that includes a list of the number of candidates who successfully passed the NCLEX examination on their first try.

### CASPN NCLEX Pass Rates by Calendar Year

Year	Attempted	Passed	Percentage
2016	110	101	92%
2017	114	106	93%
2018	116	107	92%
2019	114	103	90%

### NCLEX Pass Rates by Class

Class	Attempted	Passed	Percentage
118	60	58	97%
119	54	48	89%
120	62	58	94%
121	54	49	91%
122	55	48	87%
123	59	55	93%

A review of the pass rate data shows that CASPN exceeds the reported State, National, and ACEN program pass rates.

Year	CASPN	State	National	ACEN
2016	92%	91%	84%	91%
2017	93%	86%	84%	91%
2018	92%	89%	86%	---
2019	90%	---	---	---

## JOB PLACEMENT

The job placement rate is the percentage of respondents who are employed as an LPN within 6-12 months of graduation.

### CASPN Respondents Job Placement

Job Placement Rates				
CLASS	NUMBER OF SURVEYS DISTRIBUTED	NUMBER OF RESPONSES	RESPONSE RATE	JOB PLACEMENT RATE
115	57	36	63%	94%
116	51	8	16%	100%
117	59	25	42%	96%
118	60	56	93%	100%
119	54	43	79%	100%
120	62	33	53%	100%
121	56	46	82%	100%
122	55	36	65%	100%
123	59	---	---	---

### Job Placement Data

A review of the job placement data shows that CASPN exceeds ACEN Job Placement rates.

Year	CASPN	ACEN
2016-2017	100%	87%
2017-2018	100%	87%
2018-2019	---	---

## Employers

Employers from CASPN 6-12 month Post- Graduation Survey Response  
Class 122, December 2018, & Class 123, June 2019

Employers CASPN Graduates	
Class 122 December 2018	Class 123 June 2019
Brother James Court, Riverton	Apple Rehab Auburn Rehab
The Christian Village, Lincoln	Bridge Care Suites
Concordia Village	Brightstar Home Care Services
Heritage Health	Decatur Memorial Hospital
Hillsboro Rehabilitation	Generations at Lincoln Heritage Health
Hospital Sisters Health System	Heritage Behavioral Health Center
Kensington Place, Chicago	Heritage Health
Lewis Memorial Christian Village	HSBS Medical Group
Liberty Village, Clinton	Lewis Memorial Christian Village
Lincoln Prairie Behavioral Health	Life's Journey Senior Living - Taylorville
The Loft Rehabilitation, Bloomington	Lincoln Prairie Behavioral Health
Maxim Healthcare, Peoria	Mill Creek
Memorial Physician Services	Memorial Home Services
Millbrooke	Montgomery Nursing and Rehab
Pana Community Hospital	Moweaqua Nurisng and rehabilitation
Pekin Manor, Pekin	Nokomis Rehab & Healthcare Center,
Prairie Cardiovascular	Prairie Cardiovascular
Prairie Rose, Pana	Preferred
Prairie Care Capital	Rescare
Preferred Pediatric Home Health Care, Alton	SIU School of Medicine,
Springfield Clinic	Sugar Creek
St. Joseph's Home, Springfield	St. Clare's Nursing and Rehab Center
Shelbyville Manor	St. Joseph's Home
SIU Family Practice Clinic, Springfield	Sunrise Manor
Saint Mary's Hospital, Decatur	Sunny Acres Nursing HomeSunrise Manor
The Villas East, Sherman	Village of Mercy Creek
Warner Hospital Family Medicine, Clinton	Walker Nursing Home



## FINANCIAL STATEMENT

The CACC budget for 2018-2019 revealed a balanced budget. The Nurse Administrator manages the CASPN budget with the CACC Director. The CASPN Nurse Administrator works with faculty, staff, and students to identify needs and areas of Improvement. The allocation of financial resources helps to serve students, faculty, and staff better while meeting success with student learning outcomes, and the CASPN program outcomes. Students receive financial aid and WIOA sponsored funding. Students may also obtain funding from private and public resources. Some of the areas of funding through the state of Illinois are the Workforce Innovation Opportunity Act (WIOA), Pell Grant, and State of Illinois MAP grant.

Areas of funding per class/beginning enrollment

Class	WIOA Workforce Innovation Opportunity Act	Pell Grant	State of Illinois MAP grant.
119	33/62	50/62	27/62
120	41/65	50/65	46/65
121	49/65	50/65	20/65
122	50/65	56/65	47/65
123	48/66	48/66	23/66

## FACILITY IMPROVEMENT

**CASPN Commons:** The CASPN Commons area is located just inside the CASPN entrance. The commons is very near both CASPN classrooms is an area where students come together. This area provides space for students in a group study, interactive projects, or break time. Microwaves, refrigerators, and lockers are available. The annual Stakeholders Committee Meeting is also in the CASPN Commons.

**Classroom Improvements:** Classrooms have been improved with freshly painted coordinated color schemes, new tables, and chairs. The classrooms have new signage of the Florence Nightingale Pledge and the CASPN end of program student learning outcomes. Classroom technology is continuously monitored and updated for classroom use.

**Office Space Improvements:** Final improvements to office space for faculty and support staff concluded in October 2018. These improvements include an enclosed desk area with windows & doors that provide privacy for both students and faculty.

**Crisis Response Plan:** CACC and CASPN 2018-2019 Crisis Response Plan has been updated and made available to all faculty and staff. There have been five crisis management warning codes identified as follows: 1) Active Shooter, 2) Hard Lockdown, 3) Soft Lockdown, 4) Fire/Evacuation, 5) Shelter in place, Each method of crisis identification has a safety protocol. All safety measures have continuous monitoring and, when necessary, are improved upon by CACC Safety Committee.

**Emergency Safety Drills:** CASPN ensures safety with the implementation of emergency warning drills. The CACC school principal administers an emergency drill schedule, with a chain of command in place. Both scheduled and non-scheduled drills are scheduled and implemented facility-wide.

**Security:** CASPN and CACC utilize an electronic security system. CASPN entrance doors can be accessed only with a key fob or by ringing the doorbell. A security camera is used by staff to monitor the CASPN entrance. The CACC security staff monitors all security cameras throughout CASPN.

**Parking Security:** Parking permits are required. Parking permits have been upgraded to a larger and easy to identify CACC/CASPN sticker that is placed on the passenger lower windshield area. The parking permits are issued to all faculty, staff & students. CACC security personnel provide onsite monitoring of the parking lot. For heightened security, the CASPN parking lot is also monitored by campus police from nearby Lincoln Land Community College and the University of Illinois, Springfield.

## PROJECTS AND ACCOMPLISHMENTS

**The Accreditation Commission for Education in Nursing (ACEN):** The ACEN follow up site visit was made in October 2018. The peer evaluators at the site visit noted CASPN was successful in meeting all areas of required evaluation. The ACEN Board of Commissioners met in March 2019 for the final review and **granted continuing ACEN accreditation**. The next ACEN site visit is in 2024.

**CASPN NCLEX Pass Rates:** pass rates for the past three years as follows: 2019/90%, 2018/92%, 2017/93%. These are higher than required by the State (75%) and ACEN (80%)

**NCLEX Success Plan:** Progress at CASPN in 2018-2019 has led to a new curriculum research project for early identification of NCLEX student success with the first attempt. The success plan is implemented when a student does not meet the benchmarks for NCLEX success. Further guidance, direction, with study recommendations are provided for students with points awarded.

**CASPN Committees:** CASPN committee meetings are scheduled throughout the year. Curriculum, Faculty, Skills lab, Admission & Retention, Career Fair, and Advisory are committees that routinely meet. The meetings provide the opportunity to review and discuss the need for maintenance and or change in the CASPN program. Review, discussion, and analysis of aggregated data drive decision making at the course and program level. Archived committee meeting minutes are utilized as a part of the continuous improvement process at CASPN.

**Curriculum Map:** The curriculum committee has developed the CASPN curriculum map. The curriculum map is in alignment with the NCLEX test plan, and the end of program student learning outcomes.

**End of Program Student Learning Outcomes:** The end of program student learning outcomes were introduced and discussed with CASPN Communities of Interest at the Annual Advisory Committee Meeting in May 2019. Feedback from the Advisory committee meeting is integral to the success of CASPN program outcomes, accreditation standards, and employer satisfaction.

**CSFO, Clinical Scenario Float Out:** CASPN strives to ensure that the end of program student learning outcomes are met. One day per quarter, students attend a clinical scenario float out day to the CASPN skills lab. The float out day provides an opportunity for the integration of knowledge & skills with professional standards that support the end of program student learning outcomes.

**Skills Lab:** CASPN is proud of the improvements made in the clinical skills lab. Obtaining new manikins, partial manikins, multi-cultural IV arms, and Infusion pumps, are some of the items purchased this year. Students have improved opportunities for the practice of skill application.

**Donation received:** CASPN gratefully received a sizeable donation of medical equipment, supplies, office furniture, & display cases. The CASPN skills lab, commons area, and offices were updated due to this donation. The skills lab has produced a clinic area for student performance while in a clinic setting. The donation was received from a medical office that had closed.

**Uniform Storeroom:** CASPN has a new uniform storeroom for the CASPN uniform inventory. Students have the opportunity to order blue scrubs for classrooms and or white uniforms for clinical. Students have the option to purchase from a merchant or through the uniform storeroom.

**CPR Courses:** CASPN offers American Heart Association (AHA), CPR classes for prospective and current students, faculty, staff, and the general public. Basic Life Support, (BLS) Instructor-Led Courses, (ILC), and BLS HeartCode Skills Sessions are available to accommodate the needs of students and faculty. In 2018-2019, 44 students successfully completed the BLS ILC at CASPN, & 8 students have completed the HeartCode Skills Session. CPR courses can be easily accessed for registration on the CASPN website at [caspn.edu](http://caspn.edu)

**Technology Improvements & Upgrades:** Computers are upgraded continuously for CASPN students, faculty and staff. CASPN Computer lab and Classroom computers are maintained and continuously monitored for ongoing updates and replacements.

**Website:** Continuous improvement is ongoing for functionality and ease of use of the CASPN website. The CASPN website has been updated to be user-friendly, with ease of navigation. Online processes include applications for the CASPN program, the TEAS entrance exam, CPR course registration, & transcript request. CASPN forms are easily accessible for students and faculty. The website Job Board helps employers, alumni, and current students who are job seeking.

**Expanded clinical day:** CASPN continues to provide a more flexible and manageable schedule for student and faculty success offering both 7 and 10.5 hours clinical days with favorable feedback.

**Student Council:** Student Council members serve as the collective voice for the CASPN student body. They participate in CASPN leadership activities such as faculty meetings and the annual advisory meeting. The student council representatives give a progress report and provide student input at monthly meetings with the Nurse Administrator. Student council members must be in good academic standing, and model leadership behaviors to maintain their student council leadership role.

**Career Fair Expansion:** CASPN Career Fairs are now being held for each graduating class onsite at CACC/CASPN. Vendors at the Career Fairs consist of health care employers and Schools of Nursing where students have an opportunity to talk face to face with employers, present a resume, and or discuss the LPN to RN career path with nursing schools.

**Mock Interviews:** With help from CASPN employers, 4th quarter students have the opportunity to participate in a mock job interview with a nurse recruiter. Leadership course points are available to students for participation in this project.

**Advisory Committee 2019:** The CASPN Nurse Administrator gave the first full review of the new CASPN End of Program Student Learning Outcomes at the 2019 Annual Advisory Committee Meeting. The annual advisory committee meeting in May 2019 had a favorable attendance. The luncheon meeting was shared and discussed by internal and external CASPN stakeholders. The newly implemented End of Program Student Learning Outcomes and the Curriculum Map was discussed with CASPN Stakeholders. Stakeholders shared their organizational information and gave input on ways to collaboratively meet the needs of CASPN and the community.

**Graduate Survey Response:** CASPN utilizes information for data-driven decision making. Faculty and staff are committed to increasing response rates to improve the accuracy of the CASPN Graduate survey data. Initiatives include sending paper surveys through the United States postal service and by email. A personal phone call is made when the survey is unanswered.

**Job Placement data:** CASPN values relationships with stakeholders. CASPN has implemented measures to improve the response rates of Job Placement after graduation continuously. CASPN collects data using multiple methods such as surveys, social media, and WIOA reports, and personal phone calls. CASPN greatly appreciates these collaborative efforts.

**Systematic Evaluation Plan (SEP):** The SEP is reviewed annually with faculty. The SEP supports data-driven decision making at the program level and helps to meet accreditation standards. CASPN utilizes a Systematic Evaluation Plan, "SEP," for continued and ongoing review of aggregated data, trends, analysis, & discussion and decision making.

**SKILLS USA:** CACC hosted state competition for high school student achievement in 2018. CASPN students assisted with this initiative for a smooth process. CASPN students acted as judges for the high school students competing in C.N.A. skills for the state award. It was a rewarding day for everyone!

## GOALS FOR 2019-2020

**Accreditation Commission for Education in Nursing, ACEN:** CASPN continues to work toward and prepare for the next ACEN site visit scheduled for Fall 2024. CASPN Nurse Administrator, Faculty, and Staff continue the use of new processes and projects with cohesive teamwork to meet accreditation standards.

**AdvancED:** CASPN looks forward to continued post-secondary school accreditation, and prepares for the next AdvancEd site visit in 2021.

**NCLEX Pass Rates:** CASPN is proud of our graduates, and although pass rates are high for the first time test takers, we would like all graduates to succeed with NCLEX on their first attempt. Through analysis and evidence-based decision making, the CASPN Curriculum Committee has implemented an NCLEX success plan as an early intervention safety net for students who score lower than the expected 90% benchmark on the ATI PN comprehensive predictor exam.

**NCLEX Success Plan:** The NCLEX-PN predictor is administered to all fourth (last) quarter students. The benchmark is for students to receive a 90% predictability of passing the NCLEX the first time. As part of the leadership course, students who meet less than the 90% benchmark complete the NCLEX success plan. The plan consists of a booklet with areas to identify. These areas include investigation of the PN comprehensive test score, reflection of strengths and weaknesses, and development of short and long term goals. An eight-week calendar helps the student to plan study time. The students begin to determine specific areas of study and determine the appropriate tools to use to prepare for the NCLEX.

**Classroom Technology:** The CASPN Curriculum committee looks forward to improved student evaluations and test security with the enhancement of classroom technology. Lanschool is an interactive electronic product used in the classroom to enhance student engagement, adaptive quizzing and improve test security in the classroom. This technology eliminates the use of costly products and services used for testing.

**Faculty & Staff education:** CASPN looks forward to a continued working relationship with Assessment Technology Information systems (ATI). Faculty and staff keep up with the current trends in ATI technology through regularly scheduled workshops.

**Professional growth:** Nurse Tim is utilized for Faculty requirements. Faculty have the opportunity to request training in the area of professional growth through workshops, webinars & conferences.

**End of Program Student Learning Outcomes (EPSLO's):** CASPN faculty look forward to continued engagement with the end of program student learning outcomes. EPSLO metrics are monitored throughout the year to identify course outcomes. EPSLO metrics are reviewed annually to review program outcomes using the CASPN Systematic Evaluation Plan (SEP).

**Systematic Evaluation Plan (SEP):** Continued and ongoing use of the CASPN Systematic Evaluation Plan supports data-driven decision making for program outcomes. End of Program Student Learning Outcome, (EPSLO), and program outcome data is used for the analysis of the CASPN systematic evaluation plan.

**Technology & Organizational Processes:** CASPN engages in an ongoing evaluation of technological needs for the future. CASPN has ongoing use of technology for effective learning, communication & continuous improvement. Technology and software programs are utilized at CASPN to promote projects and facilitate organizational processes.

**New Illinois Law in 2020:** Marijuana will be legalized in Illinois starting January 1, 2020. The use of marijuana is not tolerated in the CASPN program or at any of our clinical sites, even with proof of prescription.





## CASPN INFORMATION

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