



## Allied Health Instruction

### Vision/Narrative

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Since the beginning of the Allied Health Programs in early 1970's, Gavilan College has embraced the "Career Ladder" model where students could start and stop their education as needed to meet their family's personal and financial abilities. Education in the Gavilan College health professions began with the Certified Nursing Assistant (CNA) where a student could then enter the workforce and provide basic personal care in the nursing home and hospital setting. A student could then return and use the clinical hours earned for the CNA toward obtaining a Licensed Vocational Nursing certificate. The student could leave and work in nursing homes or acute care hospitals as an LVN and later return to school (using the hours earned for the LVN) and obtain their Associate Degree in Registered Nursing.

The educational needs of the population in south Santa Clara County has changed as the demographics of the population and the primary industries have changed. The area is no longer a rural area with agriculture as the primary industry. South Santa Clara and San Benito counties still have an agricultural component, but it has increasingly moved to more high density suburbs of the hi-tech Silicon Valley. Students tend to have more distinct educational goals and more limited time frames to meet their goals. Because of the high cost of living in the Santa Clara Valley students also have more pressure to finish their education in the shortest time frame possible. To this end, the Allied Health programs recognizes the need to change to meet the student's need by delivering education pathways in a more time efficient method. To do this, plans are being put in place to separate the "Career Ladder" into separate distinct programs that each stand alone. There continues to be a need for each level of nursing care, Certified Nursing Assistants (CNA), Home Health Aides (HHA), Licensed Vocational Nurses (LVN), and Registered Nurses (RN). CNA's and LVN's are needed to provide care for patients in nursing homes and to a limited extent in community settings. Home Health Aides, LVN's and RN's are all needed in the expanded home care arena as care has increasingly shifted to outpatient services and care in the home. California adopted mandated minimum nursing staffing ratios in 2004 requiring all acute care hospitals to count only Registered Nurses and meet minimum staffing nurse to patient ratios. Since the State mandated RN staffing ratios have been in effect acute care hospitals now hire only RN's. LVN's and CNA's cannot be counted in the staffing ratios and therefore are no longer hired in acute care hospitals. The need continues to grow for Registered Nurses as the Baby Boom population retires and the average life expectancy continues to grow older. A press release has been issued that we will not be admitting a class in Fall 2019 to the LVN program. Students currently in the LVN program will finish the LVN program as planned under the current curriculum. The Board of Vocational Nursing has been notified that we plan to redesign and submit for approval a stand alone LVN program that can be completed in 3 semesters which includes the required science and companion courses that previously were required as prerequisites.

Currently students take 3 semesters of prerequisites prior to entering the LVN program. The current LVN program then takes 4 semesters to complete. This takes the student a minimum of 7 semesters (3.5 years) to complete our current LVN program. The plan is to redesign the curriculum so that the student can complete the LVN in 3 semesters (1.5 years).

A feasibility study is also planned to research changing the RN program from a two semester LVN to RN program (where an LVN license is required for entrance) to a four semester generic RN program which is more commonly done in other colleges.



The CNA program will be unchanged, but the demand for enrollment for this program may change as it will no longer be a prerequisite to gain admission to the LVN program.

There have been multiple changes in leadership over the past four years. It has been recognized that the Allied Health department needs year round leadership. There is currently a search in progress for for a Director of Allied Health programs. Administration has also recognized that there is a need for additional full time faculty and the college is currently recruiting to add one additional full time faculty.

## **Feedback from Supervisor / Dean**



**Program Objective 1: Hire an Allied Health Program Director to direct and lead the CNA, LVN and RN programs. The Director will coordinate day to day operations as well as program planning and curriculum redesign. The Director will also guide submission of the redesigned curriculum through the college, chancellor's office and regulatory approval processes.**

**Strategy and Goal(s):**

Strategy #2: Increase student completion and meet institutional goals, improve student services and enhance curriculum and programs.

Goal #1: Increase student, institutional and programmatic outcomes as defined by Institutional Effectiveness, Equity, and other college benchmarks.

**IEC Program Review:**

No: The Allied Health Department has undergone multiple leadership changes over the past four years. Currently there is no Director in place. There have been a series of interim directors.

**Progress:**

No- None -

**Rankings:**

Ranker	Comments	Rank
Dean		
Vice-President		
Budget Committee		
President's Council		



**Program Objective 2: • Increase the number of full time faculty to meet the needs of the department and provide an infrastructure to facilitate the changes necessary**

**Strategy and Goal(s):**

Strategy #1: Optimize enrollment, course offerings, and services to reflect the findings of the 2017 Educational Master Plan (EMP).

Goal #1: Create an institutional approach to offer and integrate student outreach activities, recruitment, assessment, orientation, counseling, retention and follow-up efforts, with particular attention to educationally under-represented student populations as reflected in the demographic information of the EMP.

**IEC Program Review:**

Yes, this Objective is based from the last IEC Program Review.

**Progress:**

No- None -

**Rankings:**

Ranker	Comments	Rank
Dean		
Vice-President		
Budget Committee		
President's Council		



**Program Objective 3: Begin securing adequate classroom and skills lab space for the department.**

**Strategy and Goal(s):**

Strategy #1: Optimize enrollment, course offerings, and services to reflect the findings of the 2017 Educational Master Plan (EMP).

Goal #1: Create an institutional approach to offer and integrate student outreach activities, recruitment, assessment, orientation, counseling, retention and follow-up efforts, with particular attention to educationally under-represented student populations as reflected in the demographic information of the EMP.

**IEC Program Review:**

Yes, this Objective is based from the last IEC Program Review.

**Progress:**

No- None -

**Rankings:**

Ranker	Comments	Rank
Dean		
Vice-President		
Budget Committee		
President's Council		



**Program Objective 4: • Faculty development on simulation and incorporating it into the new curriculum of LVN and RN programs**

**Strategy and Goal(s):**

Strategy #1: Optimize enrollment, course offerings, and services to reflect the findings of the 2017 Educational Master Plan (EMP).

Goal #1: Create an institutional approach to offer and integrate student outreach activities, recruitment, assessment, orientation, counseling, retention and follow-up efforts, with particular attention to educationally under-represented student populations as reflected in the demographic information of the EMP.

**IEC Program Review:**

Yes, this Objective is based from the last IEC Program Review.

**Progress:**

No- None -

**Rankings:**

Ranker	Comments	Rank
Dean		
Vice-President		
Budget Committee		
President's Council		



**Program Objective 5: • Create stand alone nursing programs for Certified Nursing Assistant, Licensed Vocational Nursing and Registered Nursing.**

**Strategy and Goal(s):**

Strategy #1: Optimize enrollment, course offerings, and services to reflect the findings of the 2017 Educational Master Plan (EMP).

Goal #1: Create an institutional approach to offer and integrate student outreach activities, recruitment, assessment, orientation, counseling, retention and follow-up efforts, with particular attention to educationally under-represented student populations as reflected in the demographic information of the EMP.

**IEC Program Review:**

Yes, this Objective is based from the last IEC Program Review.

**Progress:**

No- None -

**Rankings:**

Ranker	Comments	Rank
Dean		
Vice-President		
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