

Program for the Retention of Nursing Students (PRNs)

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Outline

- Team Members
- Intervention
- Evaluation
- Budget



Team Members

- Mānoa
 - Debra D. Mark, PhD, RN, Principal Investigator
 - Nalani Minton, MA, Associate Investigator
 - Project Director, TBD, Mānoa
- Hawai'i Community College
 - Elizabeth Ojala, PhD, RN, Faculty
 - 0.5 FTE Tutor TBD
- Kauai Community College
 - Charlene K. Ono, MSN, RN, Faculty
 - 0.5 FTE Tutor TBD
- Maui Community College
 - Nancy Johnson, MSN, RN, Faculty
 - 0.5 FTE Tutor TBD



Methodology

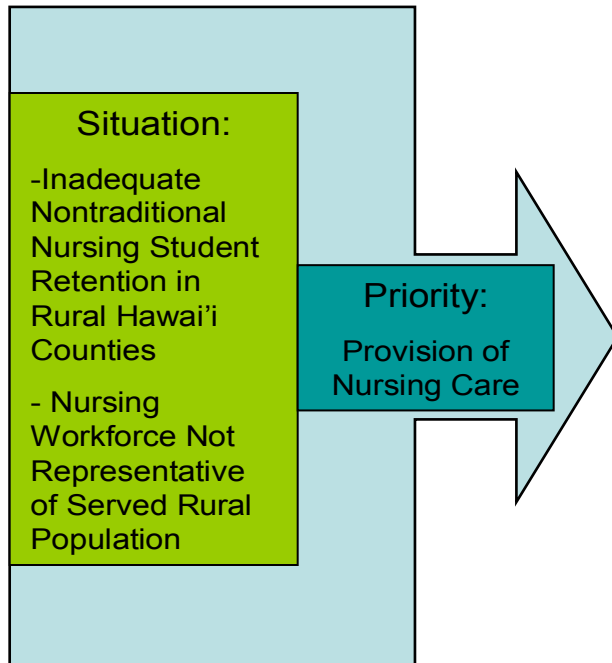
- Retention Program
- Pre-Entry Educational Program
- Student Stipend & Scholarship Program



Retention & Pre-Entry Education Program

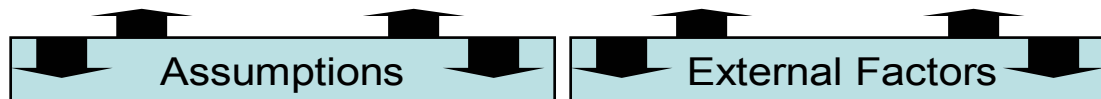
	2007 - 2008	2008 - 2009		2009 - 2010		2010 - 2011	
	Total Number of AD Nursing Students Currently Enrolled	Enrolled in Retention Program	Grads	Enrolled in Retention Program	Grads	Enrolled in Retention Program	Grads
Hawai'i Community College	54	6 (9%)	0	12	0	12	5
Kaua'i Community College	32	6 (19%)	0	12	0	12	5
Maui Community College	40	6 (15%)	0	12	0	12	5

Retention Program Overview

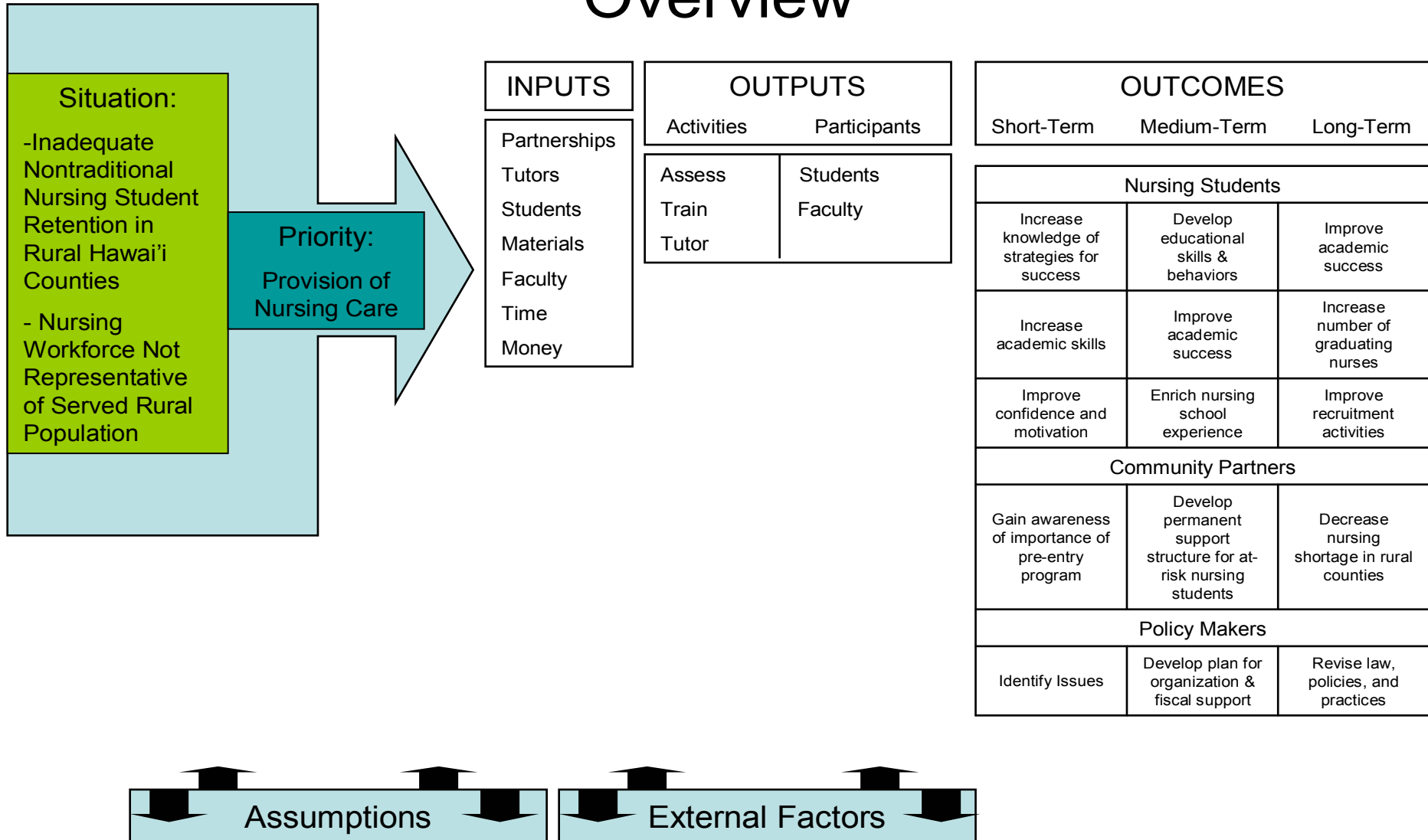


INPUTS	OUTPUTS	
	Activities	Participants
Partnerships	Assess	Students
Tutors	Train	Faculty
Students	Tutor	Families
Materials	Support	Communities
Faculty	Counsel	Healthcare Org
Time	Facilitate	Patients
Money		

OUTCOMES		
Short-Term	Medium-Term	Long-Term
Nursing Students		
Establish support structure	Enrich nursing school experience	Increase the number of role models in the community
Increase knowledge of strategies for success	Increase retention	Increase number of graduating nurses
Increase academic skills	Improve NCLEX success	Diminish racial/ethnic disparities in workforce
Improve confidence and motivation	Develop aspirations for continued education	Increase number of nurses pursuing higher degrees
Community Partners		
Gain awareness	Develop permanent program for at-risk nursing students	Decrease nursing shortage in rural counties
Policy Makers		
Identify Issues	Develop plan for organization & fiscal support	Revise law, policies, and practices



Pre-Entry Program Overview





Student Stipend & Scholarship Program

Community College	2008 - 2009		2009 - 2010		2010 - 2011	
	Enrolled in Stipend Program	Enrolled in Scholarship Program	Enrolled in Stipend Program	Enrolled in Scholarship Program	Enrolled in Stipend Program	Enrolled in Scholarship Program
Hawai'i CC	3	3	3	3	3	3
Kaua'i CC	4	2	4	2	4	2
Maui CC	3	3	3	3	3	3



Student Stipend & Scholarship Program

- Stipend Package for 10 Students
 - \$250 / month stipend
 - Laptop computer
 - Office Suite
 - PDA
 - NCLEX Review 3000
 - Nursing Constellation Plus (Skyskape)
 - Printer
 - Office Supplies ~ \$300 per year
- Scholarship = \$5,000 per year



Formative & Summative Evaluation Measures

Program	Objective	Data Source	Data Collection Method	Data Reporting & Analysis Method	Responsible Persons	Year One	Year Two	Year Three
Retention Program	Identify At-Risk Student Population	Demographic (Gender, Age, & Ethnicity)	Student Record Review	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x
		Pre-Entry Academic Characteristics (Pre-Nursing GPA, Anatomy & Physiology Grade, Transfer Credits, Local Credits)	Student Record Review	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x
	Improve Academic Success	Grade Point Average: Cumulative & By Course	Student Record Review	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x
		Retention Rates (Ideal, Continuous, & Interim)	Student Record Review	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x
		Attrition Rates (Voluntary)	Student Record Review	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x
		Graduation Rate	Student Record Review	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	n/a	x	x
		NCLEX-RN Success Rate	Student Record Review	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	n/a	x	x
Establish Support Structure	Student Perception Appraisal-R & Perceived Faculty Support Scale-R	Student Survey	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x	
Pre-Entry Preparation Program	Increase Knowledge of Academic Success Strategies	Workshop Evaluation	Student Survey	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x
Student Stipend & Scholarship Program	Improve Retention Rates	Included as part of the Student Perception Appraisal-R	Student Survey	Displayed in Tables & Graphs using Descriptive & Bivariate Statistics	PI, PD, & Tutor	x	x	x