

**DIMAN REGIONAL TECHNICAL INSTITUTE**  
**SCHOOL OF PRACTICAL NURSING**

**STRATEGIC PLAN 2020-2023**

**Mission Statement**

The mission of Diman Regional Technical Institute School of Practical Nursing is to develop the unique potential of each learner by enabling students to acquire knowledge, skills, and dispositions that are needed to achieve the theoretical and technical skills required to function as an entry level Licensed Practical Nurse.

**Vision Statement**

Diman Regional Technical Institute School of Practical Nursing graduates are technically skilled with the academic, vocational, and workplace competencies that prepare them to succeed in a complex and ever changing healthcare environment.

| Strategic Goal  | Strategies for Achievement   | Evaluation of Progress   | Anticipated Completion   | Goal: In Process/Met/Not Met  | Responsible Person(s) Resources                                     |
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| Program compliance with MA Board of Registration in Nursing (BORN) Regulation 244 CMR 6.00 (Revised regulations in Administrative review) | 1. Identify revisions/changes to regulations in order to:<br>2. identify potential areas of non-compliance in need of revision | Program Director attended (via phone) MA BORN meeting 3/17/2021 in which public comments on proposed changes to 244 CMR 6.00 were reviewed, discussed and summarized ; | Revision to program components as needed based on BORN regulations; revisions are complete; will not be incorporated until proposed changes are ratified | As of July 2021, proposed revisions not ratified yet. Program Director will continue to monitor proposed regulation changes for ratification to incorporate changes | Program director, PN Faculty. DRVTHS Administration, Advisory Board |

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|  |   | <p><b>Program Director reviews MA BORN website for NEWS, Updates, and any new proposed revisions to CMR 6.00 to verify compliance with regulations and identify areas of potential non-compliance with any new changes</b></p>   |   | <p><b>to ensure program will be in compliance.</b><br/><i>In Process</i></p>   |  |
| <p><b>Modify and update program outcomes consistent with MA PN Nurse of the Future Competencies, maintaining MA BORN regulations, nursing accreditation standards and Diman Regional Technical Institute School of Practical Nursing mission and vision.</b></p> | <p><b>1. Program Director &amp; Faculty participation in Educational programs on MA PN Nurse of the Future Competencies</b><br/><b>2. Identification of best practices for integration of competencies into program curriculum aligned with mission and vision.</b></p> | <p><b>1. Program Director and faculty attended NLN conference on Curriculum alignment with MA PN Nurse of the Future Competencies for initial training</b><br/><b>2. Performed gap analysis of present curriculum to MA PN NOF competencies</b><br/><b>3. Apply best practices and integrate MA PN NOF competencies into curriculum monitoring for changes or revisions to PN NOF competencies</b></p> | <p><b>Gap analysis and revision to curriculum completed after attendance at conference. Will continue to monitor PN NOF for any changes to update curriculum as needed.</b></p> | <p><b>1. 2017 Attended NLN educational program on PN Curriculum Mapping and MA PN NOF competencies – <i>Met</i></b><br/><b>2. Gap analysis completed - <i>Met</i></b><br/><b>3. Quarterly curriculum meetings conducted with review of current curriculum by term and Educational outcomes by term as relates to current best practice and MA PN NOF competencies – <i>In Process</i></b><br/><b>Program Director attends PN Educational Council monthly to discuss best practices for integration of MA PN NOF competencies and presents to faculty</b></p> | <p><b>Program Director, PN Faculty, PN Education Committee, Advisory Board</b></p> |

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| <p><b>Continual integration of technology resources into classroom and skills/SIM lab to ensure program remains current to prepare graduates to be knowledgeable with technology resources and competencies in healthcare to meet DRTISPN mission and vision.</b></p> | <ol style="list-style-type: none"> <li><b>1. Identify current resources utilized in healthcare environments that employ PNs</b></li> <li><b>2. Include updated technology resources and maintenance of current equipment and faculty and student instructional support in budgeting process annually</b></li> <li><b>3. Seek input from Advisory Board members</b></li> <li><b>4. Budget for Faculty Professional Development attendance at workshops, conference, webinars.</b></li> </ol> | <ol style="list-style-type: none"> <li><b>1. Annual evaluation by faculty of current technology resources according to SEP calendar. Annual evaluation by students of technology resources.</b></li> <li><b>2. Annually assess and incorporate recommendations from Advisory members, faculty and students for technology purchases within fiscal budget</b></li> <li><b>3. Annual budget includes faculty development money.</b></li> </ol> | <ol style="list-style-type: none"> <li><b>1. Integration of clinical courses has been added to curriculum (on hold 3/20- June 2021 due to Covid restrictions) of 1 mid-fidelity Simulation scenario (progressive) in Term 2 (Medical/Surgical Nursing I), 2 scenarios in Term 3 (Medical/Surgical Nursing II), and 2 scenarios in Term 4 (Family Centered Care and Leadership in Nursing). Plan to reinstitute school year 2021-2022.</b></li> <li><b>2. Purchased additional low and mid fidelity mannequins with 2021 CARES/HEERF grants to update skills/SIM labs in response to student evaluations of SIM scenarios (positive response)</b></li> <li><b>3. Additional Faculty training in creating and using Simulation scenarios with mid-fidelity mannequin 2021.</b></li> </ol> | <p><b>for discussion – Ongoing</b></p> <ol style="list-style-type: none"> <li><b>1. Integration of SIM scenarios into curriculum – MET 2020 through Term 3 – unable to complete due to Covid.</b></li> <li><b>2. Approval for purchasing of additional mid-fidelity mannequin with federal grants presented to school committee 4/17/21 – MET</b></li> <li><b>3. Purchased CAE Learning Space January 2020 – additional faculty member trained on use of technology to provide Simulation experiences to students spring 2021 (small groups with use of 1 scenario due to Covid restrictions) - Met</b></li> </ol> | <p><b>Program Director, PN Faculty, Simulation Faculty members, Advisory Board</b></p> <p><b>Clinical Partners, MARILN, CAE Healthcare</b></p> <p><b>School District approval for expenditure, instructional support, professional development</b></p> |
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| <p><b>Expand current building or seek larger space in leased building off-site from parent institution within District budget</b></p>           | <p><b>1. School building subcommittee to review architect proposal for cost of expanding current structure to determine feasibility of proposed cost.<br/>2. If building proposal not feasible, seek off-site location with a minimum of 10,000 square feet to accommodate current program size and possible future expansion (based on Chapter 74 regulations 125 square feet per student).<br/>3. If decision to move offsite, submit Approval for Change of Location to Council on Occupational Education</b></p> | <p><b>1. Proposal reviewed August 2020, determined not feasible by School Committee, Superintendent and Business Director due to cost.<br/>2. Process begun to seek off-site locations, site visits at 4 potential buildings occurred, RFP process to be presented to School committee for approval November 12, 2020.<br/>3. Approved by School Committee will post RFP (as per regulations) including criteria for needs of program developed by Program Director with faculty input with all responses due to District office on January 4, 2021 for review and selection according to established criteria.</b></p> | <p><b>RFP process to be completed and bids open on 1/4/2021. Anticipate school committee approval of selected site at 1/14/2021 meeting. Application for approval of Change of Location to be submitted by 1/21/2021 to accrediting agency COE.</b></p> | <p><b>In process</b><br/><br/>Update 1/14/2021 – School committee approved site for relocation, submission of Change of Location application to Council on Occupational Education (COE) sent – <i>MET</i>.<br/>Initial approval received by COE on 3/4/2021. Site visit to be scheduled by COE within 6 months – <i>In Process</i></p> | <p><b>Program Director, Superintendent, District School Committee</b><br/><br/>COE</p> |
| <p><b>Maintain student admissions at 50 students in Full time day (FTD) and 20 students in Part time day (PTD) to support fiscal budget</b></p> | <p><b>1. Ongoing recruitment throughout year via Informational sessions (live or via Zoom), dates posted on website.<br/>2. Maintain contact with clinical partners,</b></p>   | <p><b>1. Recruitment via Informational sessions (via Zoom) scheduled throughout year and posted on website for potential applicants to register and attend.<br/>2. Dates of informational sessions</b></p>  | <p><b>Informational sessions held 12/2/20, 1/21/21, 2/18/21, 3/9/21, 4/1/21, 5/19/21 and clinical agencies also notified of dates.<br/>CPL with 2020 statistics on website and will be updated</b></p>  | <p><b>1. Recruitment via Informational sessions completed – <i>MET</i><br/>2. Meetings with employees at clinical agencies – <i>Not met due to Covid restrictions</i></b></p>  | <p><b>Program Director, Bookkeeper, Faculty</b></p>                                    |

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|  | <p>clinical agencies within geographic area to schedule informational meetings with employed staff (CNAs, dietary, OTA, PTA) interested in advancing health career.</p> <p>3. Maintain program website highlighting achievements by program and students to keep public updated on completion, placement and licensure (1<sup>st</sup> time pass rate).</p> | <p>given to clinical sites to post for interested employees.</p> <p>Informational sessions scheduled during day and evening to accommodate both 1<sup>st</sup> and 2<sup>nd</sup> shift employees.</p> <p>3. Diman SPN Completion, Placement, and Licensure (CPL) plan listed on website and updated annually</p> | <p>with 2021 graduates January 2022.</p> | <p>3. Program website updated with CPL 2020 statistics – <i>MET</i></p> <p>Admission student status 2021-2022 school year – <i>In Process</i></p> |  |
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