PRACTICAL NURSING (Certificate)

The Reid State Community College Practical Nursing program, established in 1966, offers a full-time program leading to a practical nursing certificate. The Alabama Board of Nursing (ABN) approves the program, and functions as a single nursing program with two sites. The practical nursing program is offered on Evergreen, Alabama's main campus, and an off-campus instructional site in Greenville, Alabama, at Lurleen B. Wallace Community College. The College's Greenville Instructional Site is 38 miles north of the main campus and only offers practical nursing.

The Practical Nursing program is a three-semester course that demands full-time attendance during the day. Upon satisfactory completion of the 46-credit-hour, students will receive a certificate. The program provides training that prepares students for nursing licensure and enables graduates to successfully perform tasks as entry-level nurses.

Purpose

The practical nursing program strives to offer accessible and high-quality education to equip individuals with the necessary knowledge and technical skills to pass the National Council Licensure Examination- Practical Nurse (NCLEX-PN) and enter the practical nursing profession at an entry level. At the completion of the program, practical nursing graduates are capable of providing safe care to individuals and or groups with typical health issues. Program graduates are competent the academic subjects, including communication, mathematics, computer literacy, biology, anatomy, English, and human relations. Additionally, completers are knowledgeable in technical areas such as maternity, pediatrics, geriatrics, and adult health. Overall, the graduates have the foundation to function as a practical nurse in surgery, outpatient departments, intensive care units, community health centers, and general nursing care units. Reid State Community College ensures program quality through internal certification of graduate competencies, external licensure of graduates, and program approval by the Alabama Board of Nursing.

History

The first practical nursing class graduated from the program in 1967, with 12 students completing the 12-month, quarterly based course. Since then, the program has been based primarily at the Evergreen campus. In 1974, nursing classes were introduced at D.W. McMillan Hospital in Brewton, Alabama, and at the Regional Medical Center of Central Alabama Hospital in Greenville, Alabama. While the College no longer offers nursing courses at these locations, it partners with them to provide clinical experiences through agency clinical agreements. In 1981, an Atmore Instructional Site was opened, and the first practical nursing off-site program was implemented there. However, the Atmore site was closed in the fall of 2021.In 2017, the nursing program transitioned from a standardized curriculum to a concept-based curriculum. The change was in collaboration with the Alabama Board of Nursing and nursing programs within the Alabama Community College System

Mission

The mission of Reid State Practical Nursing Program is to provide quality nursing education that will empower students from diverse backgrounds to become life-long learners, committed to meeting the complex healthcare needs of individuals their families, and the community within an ever-changing healthcare system.

ACCS/ College Mission

The mission of the nursing programs of the Alabama Community College System is to prepare graduates to practice safe, competent, patient-centered care in an increasingly complex and rapidly changing healthcare system. We seek to provide full and equal access to opportunities for educational success to meet the community's needs.

Philosophy

We believe that nursing is a dynamic profession, blending science with the use of evidence-based practice and clinical reasoning and the art of caring and compassion to provide quality, patient-centered care.

We believe learning is an interactive process in which faculty and students share responsibility to meet program outcomes. We believe in using educational methods that are current and supportive of students in the teaching and learning environment, with the presentation of information from simple to complex.

Competencies

Practical Nurse Student End of Program Student Learning Outcomes/Program Outcomes and Graduate Competencies: RSCC Practical Nursing Program's End of Program Student Learning Outcomes (EPSLO's) are used to guide instruction and direct learning activities, as outlined in each nursing course syllabi. The curriculum plan guides the student from simple to complex, from basic to more complex concepts, and from individual patients to multiple patients throughout the program. Theoretical concepts increase in complexity each semester. Laboratory time allows the demonstration, practice, and validation of psychomotor skills. Clinical practice assignments correlate with theoretical and skills content.

The nursing Concept-Based Curriculum was established by the ACCS, nursing deans, chairs, directors, and faculty. The curriculum includes plans of instruction for every course and each POI has clearly written student learning objectives and outcomes. The professional nursing standards and guidelines established by the National League of Nursing (NLN) and the Quality and Safety Education for Nurses (QSEN) guided the development of the curriculum and the end-of-program student learning outcomes (EPSLO).

Nursing is guided by standards of practice and competencies of professional performance. Standards reflect the values and priorities of the nursing profession. Therefore, we have integrated competencies from the Quality and Safety Education for Nurses (QSEN) and National League of Nursing (NLN) into our philosophy as part of our core values.

Reid State Community College: Practical Nursing End-of-Program Student Learning Outcomes

Human Flourishing
Promote the human dignity, integrity, self-determination, and personal growth of patients, oneself, and members of the health care team (NLN, 2010).

Patient-Centered Care
Advocate for the patient and family in the provision of compassionate and coordinated care to support the health, safety, and well-being of patients and families (QSEN, 2012).

Nursing Judgement
Provide a rationale for judgments used in the provision of safe, quality care and for decisions that promote the health of patients within a family context (NLN, 2010).

Safety
Demonstrate effective strategies to reduce risk of harm to self or others (QSEN, 2012).

Informatics
Incorporate information and technology within own scope of practice to support safe processes of care (QSEN,2012).

Professional Identity
Demonstrate awareness of good practice, boundaries of practice, and professional identity formation including knowledge and attitudes derived from self-understanding and empathy, ethical questions and choices that are gleaned from a situation, awareness of patient needs, and other contextual knowing (NLN, 2014).

Teamwork and Collaboration
Function competently within own scope of practice as a member of the health care team (QSEN, 2012).

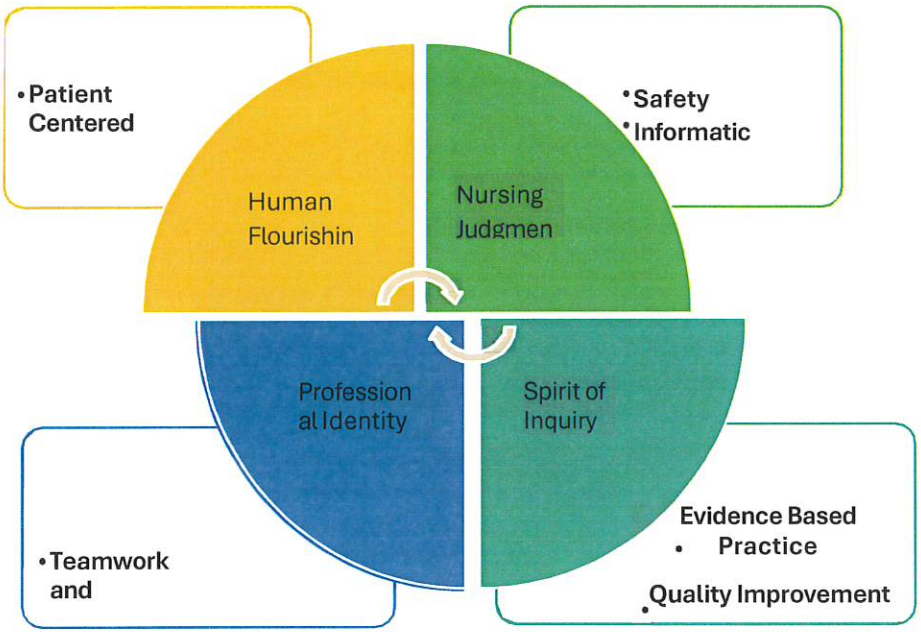
Spirit of Inquiry
By collaborating with health care team members, utilize evidence, tradition, and patient preferences in predictable

patient care situations to promote optimal health status (NLN, 2014).

Evidence-Based Practice
Implement evidence-based practice in the provision of individualized health care (QSEN, 2012)

Quality Improvement
Utilize various sources of information to review outcomes of care identifying potential areas for improvement of the quality and safety of care (QSEN, 2012).

CONCEPTUAL FRAMEWORK



The conceptual framework derived from the philosophy forms a basis for the organization and structure of the nursing curriculum. This framework serves as a guide for nursing instruction in the attainment of student learning outcomes. The framework consists of concepts that encompass the qualities of a successful graduate nurse. NLN competencies were chosen because they specifically define the competencies of the graduate Associate Degree Nurse. QSEN competencies reflect current contemporary practice.

Nursing Program Outcomes

The program outcomes are consistent with The Alabama Community College System Nursing Program Outcomes which include theoretical and clinical competency, graduation rates, NCLEX-PN passage rate of first-time test takers, and job placement rates.

- Performance on Licensure Exam-The most recent annual licensure examination pass rate will be at least 80% for all first-time test takers during the same 12-month period.
- Program Completion-Sixty percent (60 %) of the practical nursing students who start the program in the fall and spring semesters will complete 100% on time. Beginning the first day of NUR 112, the first nursing course through completion of NUR 114 and NUR 115, which are required for conferral of the practical nursing certificate in the fall and summer as delineated in three semesters.
- Program Satisfaction-At least 80% of graduates responding to the graduate survey distributed within one year after graduation will indicate satisfaction with the program. At least 80% of employers responding to the employer survey distributed within one year after graduation will indicate satisfaction with the program.
- Job Placement- At least 90% of the graduates seeking employment will be employed one year after graduation in a position for which the program prepared them.

Evidence-Based Practice

Synthesize current evidence with clinical expertise and patient/family preferences and values for delivery of optimal health care.

Occupational Data

Graduates of the Licensed Practical Nursing program work in the healthcare setting where they use their skills which are grouped under the classification of practical nursing personnel. According to the U.S. Bureau of Labor

Statistics Occupational Employment and Wages, the national median wage for practical nursing personnel was $26.86/hr. in 2022.

Program Outcome Objectives

- Program graduates will be proficient in communication, computation, and interpersonal skills.
- Program graduates will be technically proficient.
- Program graduates will be able to obtain industry certification.
- Program graduates will be successfully employed in the field.
- Employers of program graduates will be satisfied with their education and training.

Admission Requirements

Applicants to this program must complete the application procedure, present official documentation of a high school diploma, in accordance with Alabama Community College Board of Trustees policy, or GED, and meet the following minimum admission standards for the practical nursing program:

- Unconditional admission to the college.
- Receipt of completed application for the practical nursing program by set date.
- A minimum of 2.50 average GPA on the nursing required general education courses.
- A minimum of 2.50 high school cumulative GPA for students without prior college work (GED acceptable in lieu of high school transcript).
- Eligibility for English 101, Biology 201, and Math 100 as determined by college policy
- Good standing with the college.
- Meeting the essential functions or technical standards required for nursing.
- The TEAS (The Test of Essential Academic Skills) testing will be done on all nursing applicants. The cost of the test will be the responsibility of the student. The TEAS test must have been taken prior to application.
- The actual score made by the student will be calculated into the compilation of points. The total number of points possible on the TEAS is 150.
- The TEAS score is good for two (2) years. A student may repeat the TEAS V (or current version) once during any semester admission time frame. The student must wait at least six (6) weeks between taking each test. A student's score on a previous version of the TEAS test may be considered at the discretion of each college if it is within the two-year time frame.
- Any student who has a minimum of 18 ACT composite scores National or Residual will not be required to take the TEAS exam.

Admission to the practical nursing program is competitive, and the number of students is limited by the number of faculty and clinical facilities available. Meeting minimal requirements does not guarantee acceptance.

Essential Functions

Reid State Community College Practical Nursing Program and the Alabama College System endorse the Americans with Disabilities Act. In accordance with College policy, when requested, reasonable accommodations may be provided for individuals with disabilities.

Physical, cognitive, psychomotor, affective, and social abilities are required in unique combinations to provide safe and effective nursing care. The applicant/student must be able to meet the essential functions with or without reasonable accommodations throughout the program of learning. Admission, progression, and graduation are contingent upon one's ability to demonstrate the essential functions delineated for the nursing program with or without reasonable accommodations. The nursing program and/or its affiliated clinical agencies may identify additional essential functions. The nursing program reserves the right to amend the essential functions as deemed necessary.

In order to be admitted and to progress in the nursing program one must possess a functional level of ability to perform the duties of a nurse. Admission or progression may be denied if a student is unable to demonstrate the essential functions with or without reasonable accommodations.

The essential functions delineated are those deemed necessary by Reid State Community College and the Alabama College System nursing programs. No representation regarding industrial standards is implied. Similarly, any reasonable accommodations made will be determined and applied to the respective nursing program and may vary from reasonable accommodations made by healthcare employers.

The essential functions delineated below are necessary for nursing program admission, progression, and graduation and for the provision of safe and effective nursing care. The essential functions include but are not limited to the ability of the following:

Sensory Perception

a. Visual
   1) Observe and discern subtle changes in physical conditions and the environment
   2) Visualize different color spectrums and color changes
   3) Read the fine print in varying levels of light
   4) Read for prolonged periods of time
   5) Read cursive writing
   6) Read at varying distances
   7) Read data/information displayed on monitors/equipment

b. Auditory
   1) Interpret monitoring devices
   2) Distinguish muffled sounds heard through a stethoscope
   3) Hear and discriminate high and low-frequency sounds produced by the body and the environment
   4) Effectively hear to communicate with others

c. Tactile
   1) Discern tremors, vibrations, pulses, textures, temperature, shapes, size, location, and other physical characteristics
      - Olfactory
      - Detect body odors and odors in the environment

Communication/Interpersonal Relationships

1) Verbally and in writing, engage in two-way communication and interact effectively with others, from a variety of social, emotional, cultural, and intellectual backgrounds
2) Work effectively in groups
3) Work effectively independently
4) Discern and interpret nonverbal communication
5) Express one's ideas and feelings clearly
6) Communicate with others accurately and in a timely manner
7) Obtain communications from a computer

Cognitive/Critical Thinking

1) Effectively read, write, and comprehend the English language
2) Consistently and dependably engage in the process of critical thinking in order to formulate and implement safe and ethical nursing
3) Demonstrate satisfactory performance on written examinations including mathematical computations without a calculator
4) Satisfactorily achieve the program objectives

Motor Function

1) Handle small delicate equipment/objects without extraneous movement, contamination, or destruction
2) Move, position, turn, transfer, assist with lifting or lift and carry clients without injury to clients, self or others
3) Maintain balance from any position

4) Stand on both legs
5) Coordinate hand/eye movements
6) Push/pull heavy objects without injury to the client, self, or others
7) Stand, bend, walk, and/or sit for 6-12 hours in a clinical setting performing physical activities require energy without jeopardizing the safety of the client, self, or others
8) Walk without a cane, walker, or crutches
9) Function with hands-free for nursing care and transporting items
10) Transport self and client without the use of electrical devices
11) Flex, abduct and rotate all joints freely
12) Respond rapidly to emergency situations
13) Maneuver in small areas
14) Perform daily care functions for the client
15) Coordinate fine and gross motor hand movements to provide safe effective nursing care
16) Calibrate/use equipment
17) Execute movement required to provide nursing care in all health care settings
18) Perform CPR and physical assessment
19) Operate a computer

Professional Behavior

1) Convey caring, respect, sensitivity, tact, compassion, empathy, tolerance, and a healthy attitude toward others
2) Demonstrate a mentally healthy attitude that is age appropriate in relation to the client
3) Handle multiple tasks concurrently
4) Perform safe, effective nursing care for clients in a caring context
5) Understand and follow the policies and procedures of the college and clinical agencies
6) Understand the consequences of violating the student code of conduct
7) Understand that posing a direct threat to others is unacceptable and subjects one to discipline
8) Meet qualifications for licensure by examination as stipulated by the Alabama Board of Nursing
9) Not to pose a threat to self or others
10) Function effectively in situations of uncertainty and stress inherent in providing nursing care
11) Adapt to changing environments and situations
12) Remain free of chemical dependency
13) Report promptly to clinical and remain for 6-12 hours in the clinical unit
14) Provide nursing care in an appropriate time frame
15) Accepts responsibility, accountability, and ownership of one's actions
16) Seek supervision/consultation in a timely manner
17) Examine and modify one's own behavior when it interferes with nursing care or learning

Upon admission, an individual who discloses a disability can request reasonable accommodations. Individuals will be asked to provide documentation of the disability in order to assist with the provision of appropriate reasonable accommodations. The respective college will provide reasonable accommodations but is not required to substantially alter the requirements or nature of the program or provide accommodations that inflict an undue burden on the respective college.

In order to be admitted one must be able to perform all of the essential functions with or without reasonable accommodations. If an individual's health changes during the program of learning, so that the essential functions cannot be met with or without reasonable accommodations, the student will be withdrawn from the nursing program. The nursing faculty reserves the right at any time to require an additional medical examination at the student's expense in order to assist with the evaluation of the student's ability to perform the essential functions.

Licensure Requirements

Students who complete the practical nursing program may apply to the Alabama Board of Nursing, or the board of nursing in another state, to take the National Council Licensure Examination for Practical Nurses. Program

completion does not guarantee a student the right to sit for the examination. Graduates must be licensed in order to practice as a practical nurse.

Progression Policy

1. In order to progress in the nursing program, the following policy should be followed:
    - A student can only have two withdrawals in two separate semesters or
    - A student can only have one withdrawal and one failure in two separate semesters or
    - A student can only have 2 failures in two separate semesters.
2. A student may be reinstated to the nursing program only one time. The reinstatement is not guaranteed. All nursing program admission standards must be met.
3. A student must have a 2.0 cumulative GPA at the current institution for reinstatement.
4. If a student has a documented extenuating circumstance that should be considered related to a withdrawal or failure, then this student may request a hearing before the Admission Committee or other appropriate college committee for a decision on repeating a course or readmission to the program.

Nursing Non-Progression

1. Nursing non-progression is defined as failure of one of more courses in a semester OR withdrawal (for any reason) from one or more courses in two separate semesters.
2. Students withdrawing from one or more courses in the same semester are not considered under this definition to have experienced a nursing non-progression and should return to repeat the required courses at the first course offering.
3. Students returning to repeat a course due to withdrawal will be allowed to register for said course(s) on a space available basis.

Reinstatement Policy

1. Students who experience non-progression in the nursing program and who desire reinstatement in the program must apply for reinstatement to the program.
2. A student must request reinstatement within one year from the term of non-progression to be eligible for reinstatement.
3. Students dismissed from the program for disciplinary reasons and/or unsafe client care in the clinical area will not be allowed reinstatement to the nursing program.
4. Reinstatement to the program will be allowed one time only.
5. Reinstatement to the nursing program is based on space availability and is not guaranteed.
6. Selection for reinstatement is based on GPA in nursing program required courses.
7. Students must adhere to nursing curriculum and program policies and procedures in effect at the time of reinstatement.
8. Reinstatement can be denied due to, but not limited to, any of the following circumstances:
    - Space unavailability.
    - Refusal by clinical agencies to accept the student for clinical experiences.
    - Twelve months have elapsed since the student enrollment in a nursing course.

Criteria for Reinstatement

1. Demonstrate a 2.0 GPA in nursing program required courses.
2. Student has had no more than one non-progression since program admission.
3. Demonstrate acceptable skills proficiency.
4. Meet acceptability criteria for placement at clinical agencies for clinical experience.
5. Demonstrate ability to meet essential functions for nursing with or without reasonable accommodations.
6. Demonstrate current CPR at the health care provider level.

Process for Reinstatement

1. Students should first schedule an appointment with a nursing faculty/advisor to discuss eligibility for reinstatement.
2. Students must apply for reinstatement to the nursing program and submit the application by published deadline.
3. Students who have been out of the program for more than one semester, seeking reinstatement, must pass a written validation exam on material with courses completed prior to the non-progression and successfully validate skills required by program.
4. Students must apply for readmission to the College if not currently enrolled. College readmission must be accomplished by published deadlines.
5. Update all drug testing and background screening according to program policy.

Readmission

Students not eligible for program reinstatement may apply for program admission as a new student. If accepted, all nursing program courses (NUR prefix) will have to be taken.

Transfer Policy

The transfer policy applies only to students desiring to transfer between Alabama Community College System institutions. It does not apply to students wishing to transfer from other institutions.

Criteria for Transfer

1. Must meet minimum admission standards for the nursing program
2. Must possess a grade of C or better in all nursing program required courses taken at another institution and possess a minimum of a 2.0 cumulative GPA at time of transfer
3. Dean/Director of previous nursing program must provide a letter of eligibility for progression in previous nursing program.
4. Must comply with all program policy requirements at accepting institutions
5. Complete at least 25% of the nursing program required courses for degree/certificate at the accepting institution
6. Must meet acceptability criteria for placement at clinical agencies for clinical experience
7. Acceptance of transfer students into nursing programs is limited by the number of faculty and clinical facilities available. Meeting minimal standards does not guarantee acceptance
8. Student selection for transfer is based on GPA in nursing program courses

Transient Student Policy

The transient policy applies only to students desiring to transfer between Alabama Community College System institutions. It does not apply to students wishing to transfer from other institutions.

Criteria for Transient Status

1. Must meet minimum admission standards for the nursing program
2. Must possess a grade of C or better in all nursing program required courses taken at another institution and possess a minimum of 2.0 cumulative GPA
3. Dean/Director of previous nursing program must provide a letter of eligibility for progression in previous nursing program
4. A student enrolled at another institution must secure permission from that institution by submitting an application for admission to the College and a Transient Student Form completed by an official (Nursing Program Dean/Director) of the primary institution
5. Transient students must complete a Transcript Request Form at the end of the term before a transcript will be issued by the primary institution
6. Must comply with all program policy requirements at accepting institution
7. Must meet acceptability criteria for placement at clinical agencies for clinical experience
8. Acceptance of transient student into a nursing program is limited by the number of faculty and clinical facilities available. Meeting minimal standards does not guarantee acceptance

9. Student selection for transient status is based on GPA in nursing program required courses

Dismissal Policy

Students dismissed from the previous program for disciplinary reasons and/or unsafe/unsatisfactory client care in the clinical area will not be allowed reinstatement to the nursing program.

Grading Policy/Scale

No rounding of test scores (daily, weekly, or final exam) will be done (example: 78.6 is 78.6). Only the final course grade average will be rounded: 0.5 or higher will be raised to the next whole number (Example: 79.5 or higher will be rounded to 80). A student must have a "75" or better average (C) in all nursing courses and a "70" or better in general education courses (math, English, and biology) to pass and be allowed to progress in the nursing program.

A grade of "D or F" is not acceptable for any course in the standardized practical nursing curriculum (including math, English, and biology). A student must pass both components of a theory/clinical class to complete the course. A passing grade in one component will not bring up a failing grade in the other.

Grading Scale for Nursing Courses:

A = 90 - 100
B = 80 - 89
C = 75 - 79
D = 60 - 74
F = 59 and below

AU = Audit
I = Incomplete
W = Withdrawn

Grading Scale for General Education Courses in the Nursing Curriculum:

A = 90 - 100
B = 80 - 89
C = 70 - 79
D = 60 - 69
F = 59 and below

Practical Nursing, Certificate

MINIMUM CREDITS REQUIRED: 46-47 Semester Credit Hours
Length of Program: 3 semesters of full-time attendance

GENERAL EDUCATION CORE: 21 Semester Credit Hours			Theory	Lab	Clinical	Contact	Credit
ORT ORI	100 101	Orientation OR	1 2	0		1 2	1 2
AREA I: WRITTEN COMPOSITION 3 hours							
ENG	101	English Composition I	3	0		3	3
AREA II: HUMANITIES AND FINE ARTS* 3 hours							
SPH 106 OR SPH 107		Fundamentals of Oral Communication Fundamentals of Speaking	3	0		3	3
AREA III: NATURAL SCIENCE AND MATHEMATICS 11 hours							
MTH MTH @	100	Intermediate College Algebra or higher MTH	3	0		3	3
BIO	201	Human Anatomy & Physiology I	3	1		5	4
BIO	202	Human Anatomy & Physiology II	3	1		5	4
AREA IV: HISTORY, SOCIAL, AND BEHAVORIAL SCIENCES 3 hours							
PSY	210	Human Growth and Development	3	0		3	3
TECHNICAL CONCENTRATION CORE: 25 Semester Credit Hours							
NUR	112	Fundamental Concepts of Nursing	4	2	1	13	7
NUR	113	Nursing Concepts I	4	1	3	16	8
NUR	114	Nursing Concepts II	5	0	3	14	8
NUR	115	Evidence Based Clinical Reasoning	1	0	1	4	2

*Practical Nursing follows an ACCS is a certificate program and follows an Alabama Community College System designed curriculum; therefore, it is not required to have a humanities course in Area II.