

THREE-YEAR DISTRICT IMPROVEMENT PLAN
Montachusett Regional Vocational Technical School
Fitchburg, MA
Post-Secondary/Practical Nursing Program

YEAR I: 2015-2016
YEAR II: 2016-2017
YEAR III: 2017-2018
YEAR IV: 2018-2019
YEAR V: 2019-2020
YEAR VI: 2020-2021
YEAR VII: 2021-2022
YEAR VIII: 2022-2023
YEAR IX: 2023-2024

Parent Organization Mission

Every student will graduate from Montachusett Regional Vocational Technical School with the skills, knowledge, and abilities to be a productive and effective member of an ever-changing society.

Practical Nursing Program Mission

The Practical Nursing Program is designed to prepare graduates to practice safely, ethically and in a caring manner for clients who are experiencing common variations in health status in diverse health care settings. This mission is consistent with the philosophy and goals of the Montachusett Regional Vocational Technical School that:

- Identifies a strong relationship between academic and vocational preparation
- Stresses the importance of developing thinking skills needed to function safely, effectively and productively in an ever changing technical and diverse society
- Supports the maintenance of a positive and caring learning and practice environment

Parent Organization Vision

In partnership with our member communities, we will create a model 21st Century high school (post-secondary) that is viewed as a regional asset, where creativity and positive attitudes are promoted, where excellence is recognized and rewarded, and which provides our students (the adult student) with the academic instruction and technical skills they need to succeed in their chosen field or workplace, in higher education or in the military (and provides them continuing education that prepares them to be employable), productive citizens who can successfully compete and adapt in a rapidly changing economy.

Practical Nursing Program Vision

Montachusett Regional Vocational Technical School Practical Nursing Program envisions well prepared, technically competent graduates willing and able to take their place in the profession of Nursing, in line with industry standards.

Montachusett Regional Vocational Technical School Practical Nursing Program Administrative Team

Thomas Browne
Ryan Rege
Terri Dushion
Bambi Luchock

Tammy Crockett
Andrea Corrado
Laural Aiesi
Cheryl Koula

	May 2018	PN faculty	Develop and implement Mamma Nathalie Birthing Sim lab scenarios.	
	March 2019	PN faculty	Implement Maternity Boot Camp Sim lab prior to maternity clinical practice Review 2018 Maternity boot camp student evaluations and faculty feedback. Implement Mamma Nathalie Boot Camp scenario changes. Addition of pre-eclampsia Addition of community based scenarios with the Diabetic clinic Look to hire and train qualified staff to run sim lab	May 2018 May 2019
	March 2020	Qualified Adjunct	Will send interested person to Saint Anselm's program	
	August 2021	PN faculty	Full time faculty member is in the 3rd "quarter" of Saint Anselm's program Faculty as a whole learning use of simulation. Use of simulation expanded to meet needs of detailed test plan.	June 2020
	January 2022	PN Faculty	Full time faculty member has completed the St Anselm's program and pending eligibility for certification exam	

District Objective #1 Career Readiness: The district will review curriculum in each twenty (20) vocational-technical programs at Montachusett Regional Vocational Technical School to ensure appropriate alignment with current MA CVTE Frameworks and industry standards.

ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
1.2 PN faculty to be competent as instructors in pediatric simulation and developing pediatric patient scenarios consistent with PN program curricula.	March 2016	Sim Lab PN faculty	Student evaluations for Sim lab scenarios class of 2016 - 2017 Completed 2017-2018 Completed 2018-2019 Completed 2019-2020 Completed 2020-2021 Completed 2021-2022 Completed 2022-2023	June 2016 September 2017 September 2018 September 2019 September 2020 September 2021 September 2022 August 2023
1.3 Investigate grant funding opportunities to fund the further development and construction of Sim Man lab and additional Sim Man equipment.	November 2016	Director of Practical Nursing Program	Grant applications (Purchase of Mamma Natalie in July 2017) Implemented in curriculum 2017-18 Improved student responses to Aimee Boucher pedi sim Implementation of additional SIM labs to offset limited maternity clinical Upgrades 4/21 with ongoing faculty education 2021 HEERF money received and used for upgrade in sim lab and purchase of additional mannequins	March 2017 March 2018 August 2021 July 2022

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ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
1.4 Submit a grant application to fund a Sim Man lab construction and equipment purchase.	January 2017	Development Coordinator/ Vocational Director Director of Practical Nursing PN Program Faculty members PN Faculty	Grant application opportunities listed with due dates for applications (deferred due to space issues) Grant application written, submitted to grant funding sources for Sim Man lab. (deferred due to space issues) Implement an agreement with our area school partners FSU/MWCC for use of the maternity/baby Sim models at Montachusett Regional Vocational Technical School. (deferred due to space issues) Grant received for Anatomage and installed Upgrades 4/21 with ongoing faculty education 2021 HEERF money received and used for upgrade in sim lab and purchase of additional mannequins	March 2017 June 2017 August 2017 August 2018 August 2019 April 2021 July 2022
1.5 Practical Nursing Program to develop and implement Core Competencies consistent with current nursing practice in all PN program courses.	March 2017	Director of Practical Nursing PN Program Faculty members	Survey of practice partners (employer surveys) regarding the LPN program graduates nursing care/practice LPN graduates surveys	September 2018 Ongoing
1.6 Investigate feasibility of expansion of space (classroom/lab) for PN Program (on or off campus)	January 2017	Vocational Director Director of Practical Nursing	Local market cost for rents Monthly PN budget statements. (deferred at this time) Continues to be deferred	June 2018 August 2021 August 2023

District Objective #2 – College Readiness: The district will provide additional opportunities for students to access college level course work through increased Advanced Placement offerings, Dual enrollment courses, and new/revised articulation agreements

ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
<p>2.0 Montachusett Regional Vocational Technical School PN program will work closely with Fitchburg State University (FSU) to prepare the transition of Montachusett Regional Vocational Technical School LPN graduates to the LPN –BSN program at FSU.</p>	<p>Annually in Oct.</p>	<p>Director of Practical Nursing</p>	<p>Data from FSU on number of Montachusett Regional Vocational Technical School graduates entering LPN to BSN program</p> <p>Articulation letter is in place and current with FSU.</p> <p>Montachusett Regional Vocational Technical School to continue to collaborate with FSU at LPN to BSN bridge orientation session. Adjustments made in curriculum to increase writing and research component</p> <p>Director of Practical Nursing participates in advisory meetings at FSU</p>	<p>Annually in Sept.</p> <p>Annually August</p> <p>August 2018</p> <p>August 2023</p>
<p>2.1 Montachusett Regional Vocational Technical School PN program will assure that the articulation agreement with Mount Wachusett Community College (MWCC) is current and that Montachusett Regional Vocational Technical LPN graduates know the requirements to obtain entrance to the RN AD program.</p>	<p>October 2016</p>	<p>Director of Practical Nursing</p>	<p>MWCC and Montachusett Regional Vocational Technical School articulation agreement</p> <p>Course requirements for entrance to MWCC</p> <p>Data from MWCC with number of Montachusett Regional Vocational Technical School LPN graduates entering MWCC</p> <p>Agreement in place with joint participation in each other’s advisory board</p> <p>Director of Practical Nursing met with Dean of Health Sciences from MWCC to update articulation agreement.</p>	<p>June 2017 Sept 2018</p> <p>June 2018</p> <p>Sept/Oct 2018</p> <p>August 2023</p>

District Objective #2 – College Readiness: The district will provide additional opportunities for students to access college level course work through increased Advanced Placement offerings, Dual enrollment courses, and new/revised articulation agreements

ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
2.2 Implement curriculum changes in areas that will improve preparation for LPN graduates to enter the FSU or MWCC RN programs	Sept 2015	Director Practical Nursing Practical Nursing Faculty	Obtain data from FSU NLN NACE exams scores for areas for improvement Collaboration with FSU on NLN NACE exam results. Montachusett Regional Vocational Technical School implemented a revised Maternity curriculum to include some hi risk maternity Hypertensive disorders added to content and SIM setting added to reinforce	Feb 2016 May 2017 June 2018 Spring 2019
2.3 Practical Nursing Program needs to obtain national nursing program accreditation to ease student transfer of credits Practical Nursing Program to obtain national nursing program accreditation per MABORN regulation effective 5/2023.	August 2016 August 2023	Practical Nursing Faculty/Director	Apply to national nursing program accreditation with either ACEN or NLN, improving access to LPN graduates for continuing their education to RN level. Anticipate BORN visit Fall 2020. Would like to see ACEN or NLN asap after that MABORN site visit completed October 2021 with final approval of plan of correction November 2022. Plan to submit application to Accreditation Commission for Education in Nursing (ACEN) by October 1, 2023. Candidacy presentation to be completed by October 2024. Anticipate accreditation site visit Spring 2025.	Site visit no later than 2021 Fall 2020 October 2021 November 2022 September 26, 2023 application submitted.

District Objective #3 – District Improvement: Develop and implement a three-year technology plan that reflects the district’s commitment to Support 21st century teaching and learning.

ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
3.0 Evaluate present PN program classroom/clinical/student technology needs.	October. 2017	Director of Practical Nursing	<p>Needs survey questionnaire of faculty and students.</p> <p>Plan is to implement Blackboard. Implemented Coursesites 9/17</p> <p>Continue with Coursesites upgraded.</p> <p>Coursesites discontinued. Program to begin use of Schoology platform as learning management system.</p> <p>Program purchased new laptops for student use with HEERF funds in 2020-2021.</p> <p>Ongoing discussion with information technology about anticipated life of laptops 3-5 years. Anticipate need to replace 2025.</p>	<p>Dec. 2017</p> <p>Sept 2017</p> <p>January 2019</p> <p>August 2020</p> <p>Summer 2020</p> <p>Ongoing</p>
3.1 Assess possible funding sources for purchase of new or updated technology for PN program	January 2017	Director of Practical Nursing	<p>Assess funding sources grants or increased revenue sources. Equipment purchased with PN Program revenue or Perkins grants or student donation.</p> <p>Anatomage table training completed with plan to implement use in Structure and Function this fall.</p>	<p>March 2018</p> <p>Fall 2019</p>
3.2 Provide education to PN Faculty in use of new or updated classroom or clinical technology	July 2018	Director Practical Nursing	<p>Evaluations of Faculty training.</p> <p>CEU professional development</p> <p>Will seek additional staff who want to become SIM certified</p>	<p>August 2018</p> <p>Ongoing Sept 2021</p> <p>August 2020</p>

			Full time faculty member completed St. Anselm's simulation courses. Awaiting eligibility for certification exam.	January 2022
3.3 Implement a professional development plan for 2 faculty members to obtain their CNE certification by year 2021	Sept 2020	Director of Practical Nursing/2 MSN Faculty members	Faculty members attend CNE prep courses by Feb 2021 Complete their CNE exam by Sept 2021 One full time faculty member completed MSN program in 2021. CNE certification exam successfully completed in October 2021.	February 2021 September 2021 October 2021

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ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
3.4 Implement new technology in class/clinical setting.	September 2018	PN faculty	Student evaluations of Faculty teaching	December 2018
			Course Core Competencies	October 2018
			Use of tablet at clinical setting for student/faculty research.	October 2018
			Collaborate with Health Occupation teaching partners and Montachusett Regional Vocational Technical School administration in writing a grant proposal for purchase/implementation of the Anatomage dissection table.	August 2019
	September 2019	PN faculty	Revise Structure and Function course curriculum to access/utilize Anatomage dissection table	September 2019 – August 2020
	July 2019	Director of Practical Nursing/ PN Program Support manager	Implement the conversion of paper student files to electronic student records starting with current class and the including prior student graduate records.	Tabled to 2020
Will need to purchase server Practical Nursing program purchased dedicated server using HEERF funds in 2021. Program to begin storing documents electronically.			August 2021	

District Objective #4 – District Improvement: The Montachusett Regional Vocational Technical School administration will research and explore the expansion of the schools current Chapter 74 program offerings as well as potential new programs.

ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
4.0 Investigate new resources to increase revenues for Post Graduate Practical Nursing Program	September 2016 September 2017 September 2018 September 2019 September 2020 September 2021 September 2022 September 2023	Director of Practical Nursing Program	<p>Assure student enrollment of between 40 and 49 students for August class</p> <p>Monthly budget sheets Investigate possible grant funding sources for PN program and/or Chapter 74 funding</p> <p>PN program TEAS entrance exam pass rates (presently at national standards)</p> <p>PN Budget forms Program is Chapter 74 funded</p>	<p>June 2016, June 2017, June 2018, June 2019, June 2020, June 2021, June 2022, June 2023</p> <p>June 2016, June 2017, June 2018, June 2019, June 2020, June 2021, June 2022, June 2023</p> <p>June 2018</p> <p>June 2016, June 2017, June 2018, June 2019, June 2020, June 2021, June 2022, June 2023</p>
4.1 Assess and develop a plan for implementing a part time day student PN program to increase student enrollment/revenues	December 2017	Director of Practical Nursing Vocational Director	<p>Perform an area market feasibility of being able to sustain another 20 LPN students. (Space issue, deferred)</p> <p>Seek information from Board of Registration in Nursing on requirements to add another part time PN program. (On hold due to space issue)</p> <p>This plan would need us to be in our own space. That currently is not feasible</p>	<p>May 2018</p> <p>Deferred space issue</p>

<p>4.2 Develop a plan to market the PN program and then recruit and admit well qualified applicants for the Practical Nursing Program</p>	<p>September 2018</p>	<p>Director Practical Nursing</p>	<p>Develop packets and flyers to be sent with the Monty Tech Nites catalog focusing on the health care career opportunities to area health facilities (long term care, clinics, MD offices)</p>	<p>December 2018</p>
			<p>Perform publicity sessions and articles that outline the Practical Nursing program and the LPN to BSN bridge</p>	<p>January 2019</p>
			<p>Develop radio marketing plan for PN Program with local media services.</p>	<p>September 2019</p>
			<p>Implement radio marketing plan with consistent message regarding PN Program</p>	<p>September 2020</p>
			<p>Develop a Facebook presence</p>	<p>September 2019</p>
			<p>Facebook page for the Practical Nursing Program exists and is in use</p>	<p>September 2020</p>
			<p>Use of Zoom to encourage interaction between potential candidates and PN program for informational sessions</p>	<p>January 2021</p>
			<p>Identify opportunities to attend high school college fairs and job fairs to increase program visibility</p>	<p>July 2023</p>
			<p>Update website information, research creating QR code for ease of access to site</p>	<p>August 2023</p>
			<p>Meet with Development Coordinator of parent organization to investigate marketing opportunities</p>	<p>August 2023 Ongoing</p>

<p>4.3 Through present faculty advising identify at risk students and implement individualized tutoring, provide student support and teach student to utilize their learning style strengths.</p>	<p>August 2012</p>	<p>Director Practical Nursing Practical Nursing Faculty</p>	<p>Assess effectiveness of radio marketing plan utilizing completed applicant counts Spring 2019 Roster of Student at risk PN student grades List of Student learning styles inventory Evidence of Faculty tutoring Referrals to Montachusett Regional Vocational Technical School Student Support Services Dept. social worker when necessary</p>	<p>June 2019 June 2019 September 2019 June 2020 June 2021 June 2022 June 2023</p>
<p>4.4 Redesign and develop construction plan for improved PN program office space. Providing increased space for faculty/student consultation and 1 more faculty staff</p>	<p>June 2019</p>	<p>Director of Practical Nursing, Vocational Director, Director of Facilities</p>	<p>Completion of office space reconstruction Currently 6 people in the same space. Renovation plan with Cabinet making and Electrical Area restructured for 2 people in each large area, copier and storage in closet area</p>	<p>September 2019 January 2021</p>
<p>4.5 Obtain approval for, recruit and hire new 32hrs MSN faculty position with specialty Peds/Maternity</p>	<p>Dec 2018</p>	<p>Vocational Director/Practical Nursing Director</p>	<p>Recruit/hire 40 hr MSN pending Faculty with long term care/rehab experience, Terri Dushion BSN, RN and Melissa Wilbur BSN, RN Replace full time faculty retiring at end of program year 2019-2020. Hired Bambi Luchock BSN, RN Replace full time faculty due to resignation. Hired Laural Aiesi MSN, RN</p>	<p>July 2019 August 2019 January 2020 August 2020</p>

District Objective #5 – District Improvement: Montachusett Regional Vocational Technical School administration will review, assess and update the district’s safety and security plans.

ACTION STEP	START DATE	RESPONSIBLE PARTY	PERFORMANCE/ ASSESSMENT MEASURES	PROJECTED DATE OF COMPLETION
5.0 Review the PN program’s evening safety plan and make revisions consistent with the organizational School Safety Procedures Flip chart	Annually in August	Vocational Director Director of Practical Nursing Faculty representative to Wellness/safety Committee	Updates in PN Student/faculty handbooks.	Annually in Sept.
5.1. PN program representative is an active a participant on the organizational Safety Partners meeting.	Spring 2016	Director Practical Nursing	Agendas/Meeting minutes	Annually September
5.2 Implement and perform education to all PN Faculty regarding evening School Wide safety Plan	Sept. 2016	Director of Practical Nursing	Faculty meeting sign in sheets and training evaluations. Spoke with vocational director to update faculty and train students Faculty complete annual safety training at beginning of parent organization school year.	December 2016 Sept. 2018 August 2020 August 2021 August 2022 August 2023

Reviewed and updated 8/2023 TD

Reviewed 8/2023 AC