**DIMAN REGIONAL TECHNICAL INSTITUTE**

**SCHOOL OF PRACTICAL NURSING**

**STRATEGIC PLAN 2023-2026**

##### 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 workers strengthened by academic, vocational, and workplace competencies that prepare them to be responsive to diverse socioeconomic, technological, and environmental changes in a complex and ever changing healthcare environment.

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| **Strategic Goal** | **Strategies for Achievement** | **Evaluation of Progress** | **Budget** | **Anticipated Completion** | **Goal: In Process/Met/Not Met** | **Responsible Person(s) Resources** |
| **Program compliance with MA Board of Registration in Nursing (BORN) Regulation 244 CMR 6.00**  **(Revised regulations from 5/26/23)** | **1. Identify revisions/changes to regulations in order to:**  **2. Identify potential areas of non-compliance in need of revision** | **Program Director received MA BORN changes to 244 CMR 6.00**  **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** | **Not Applicable** | **Revision to program components as needed based on new BORN regulations; revisions are complete;** | **As of Feb 2023, new revisions in place**  **Final revisions 5/26/23**  **Program Director will continue to incorporate changes to ensure program will be in compliance.**  ***10/2024 Program Non- Compliant at this time. Correction plan sent in 11/15/24.*** | **Program director, PN Faculty. DRVTHS Administration, Advisory Board** |
| **Obtain nursing accreditation through Accreditation Commission for Nursing Education (ACEN) maintaining MA BORN updated regulations, Council on Occupational Education (COE) standards and Diman Regional Technical Institute School of Practical Nursing mission and vision.** | **1. Program Director & Faculty participation in preparation for accreditation visit through ACENs**  **2. Align curriculum and program outcomes with ACEN standards** | **1. Prepare for ACEN visit in 2025-2026**  **5. COE Visit 5/2024 with full accreditation** | **1. Budget for FY 2025 includes ACEN Initial Accreditation Fees to cover all costs**  **2. Budget also includes COE annual fees** | **1. Prepare for ACEN visit by preparing a full report and aligning standards with BORN standards.** | ***1 .* Accreditation visit*- Ongoing*** | **Program Director, PN Faculty, PN Education Committee, Advisory Board, ACEN, BORN** |
| **Continual integration of technology resources into classroom and skills/SIM lab to ensure the program remains current to prepare graduates to be knowledgeable with technology resources and competencies in healthcare to meet DRTISPN mission and vision.** | **1. Identify current resources utilized in healthcare environments that employ PNs**  **2. Include updated technology resources and maintenance of current equipment and faculty and student instructional support in budgeting process annually**  **3. Seek input from Advisory Board members**  **4. Budget for Faculty Professional Development attendance at workshops, conferences, and webinars.** | **1. Annual evaluation by faculty of current technology resources according to SEP calendar. Annual evaluation by students of technology resources.**  **2. Annually assess and incorporate recommendations from Advisory members, faculty and students for technology purchases within fiscal budget**  **3. Annual budget includes faculty development money.** | **1. Perkins grant funding to purchase new simulation programs in budget for FY2025**  **2. Perkins grant funds allotted to send two faculty to INASCL convention for simulation**  **3. PD Budget consists of $850 per year for DTA faculty**  **4. PN budget includes extra funds for PD** | **1. Integration of simulation into clinical course has been added to curriculum in term 3 and 4 for 2024-2025 school year.** | **1. Integration of SIM scenarios into curriculum *– Ongoing for 2024-2025 school year***  **2*.* Training of new faculty to simulation experience- *Ongoing August 2024*** | **Program Director, PN Faculty, Simulation Faculty members, Advisory Board**  **Clinical Partners, MARILN, CAE Healthcare**  **School District approval for expenditure, instructional support, professional development** |
| **Maintain student admissions at 35 students in Full time day (FTD) to support fiscal budget** | **1. Ongoing recruitment throughout year via Informational sessions (live or via Zoom), dates posted on website.**  **2. Maintain contact with clinical partners, clinical agencies within geographic area to schedule informational meetings with employed staff (CNAs, dietary, OTA, PTA) interested in advancing health careers.**  **3. Attend all local college fairs to provide information to juniors and seniors.**  **4. Collaborate with local high schools with healthcare fields for improved transitions into LPN program by providing updated information and info sessions as needed.**  **5. Attend high school advisory boards.**  **6. Maintain program website highlighting achievements by program and students to keep public updated on completion, placement and licensure (1st time pass rate).** | **1. Recruitment via Informational sessions scheduled throughout year and posted on website for potential applicants to register and attend.**  **2. Informational sessions scheduled during day and evening to accommodate both 1st and 2nd shift employees.**  **3. Diman SPN Completion, Placement, and Licensure (CPL) plan listed on website and updated annually**  **4. Program Director to attend all high school college fairs to provide information to juniors and seniors about possibilities of entering the LPN program locally.**  **5. Program Director to attend high school advisory board meetings for Diman Regional VTHS and Durfee HS as scheduled.** | **SY 2025 budget based on 35 admissions in FTD**  **Budget includes recruitment funds for promotional items and college fair fees** | **Informational sessions to be scheduled twice a month starting in September**  ***Info session 12/5/2024***  ***Facebook page continues with posts and nquiries.***  **CPL with 2024 statistics on website** | **1. Recruitment via Informational sessions 2 times a month- Dec, Jan – *In progress***  **2. Meetings with employees at clinical agencies –**  ***A) Program Director will attend all scheduled college fairs in January through May 2025 Not Met***  ***B.) Diman Regional High School Health Assisting Juniors to attended info session***  ***On 5/3/24 Met***  ***C) Info sessions done 12/5/24***  ***Not Met***  **3. Program website updated with CPL 2024 statistics – *MET***  **Admission student status 2024-2025 school year –*Not Met***  ***FTD program suspended PTD 17 continued admissions only***  ***4. Director attended both High School Advisory meetings***  ***Goal Met***  ***5. Program website maintained and updated***  ***CPL 2024 rates updated on website***  ***Goal Met*** | **Program Director, Bookkeeper, Faculty** |