

Maximizing Student Success in Health Career Programs:

Easy Strategies to Increase Retention
and Graduation Rates in
Allied Health Programs

The Community College of Baltimore County

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The Community College of Baltimore County

- The largest community college in Maryland
- 75,000 full-and part-time students
- 2011 #67 in top 100 degree-producing colleges in the US
- 50% minority
- Fall 2011, 81% of new freshmen needed at least one developmental course

The Community College of Baltimore County

- School of Health Professions
 - Spring 2011, SHP produced 603 new graduates or certificate completers
 - SHP ranks 30th on the list of top 50 producers of health professions graduates in the US
 - And 27th on the top 50 producers of nursing-related graduates in the US

Background

- 2002-2003 internal Odds-Ratio study to determine risk factors for being unsuccessful in the RN program
- Success defined:
 - Graduation
 - Pass NCLEX first try

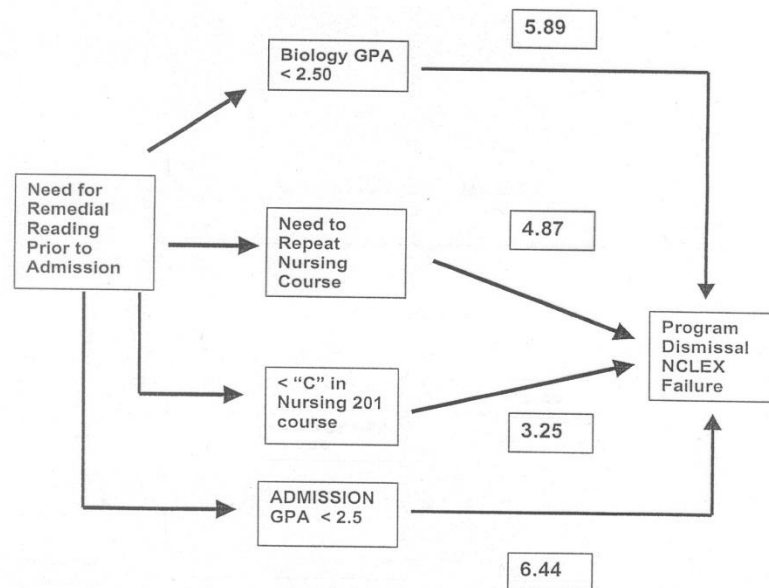
Background

- Risk Factors Identified:
 - Need for ANY remediation prior to admission
 - Need for remedial reading prior to admission
 - Biology GPA
 - Admission GPA
 - Performance in RN Fundamentals

Background

RISK PATHWAY 2 ADDITIVE RISK MODEL

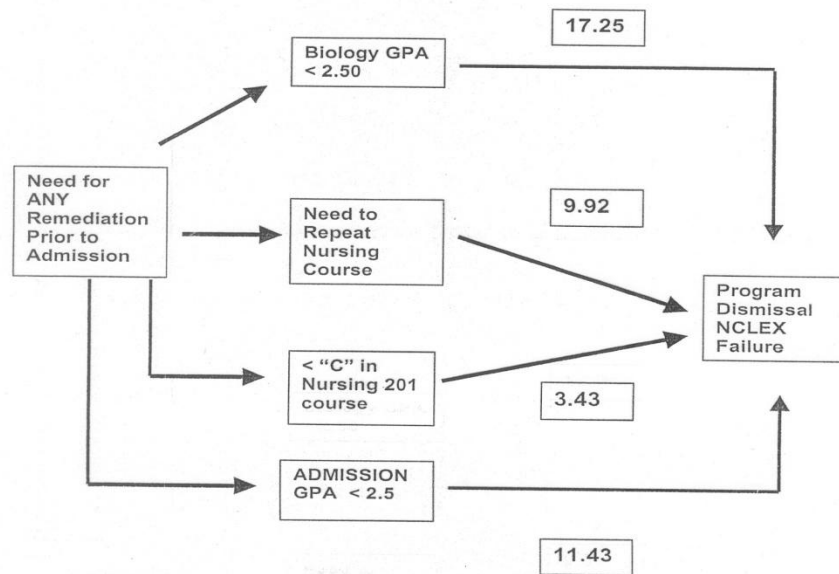
Need for remedial reading course prior to admission to Catonsville Nursing Program.



Background

RISK PATHWAY 1 ADDITIVE RISK MODEL

Need for ANY remedial course prior to admission to Catonsville Nursing Program.



Background

- Two conclusions from this study:
 1. Either stop admitting these students, or
(In fall 2011 at CCBC, 81% of freshmen tested into a developmental course.)
 2. Provide the necessary support for success.
(If we accept these students, is it ethically responsible to toss them into RN, sink or swim?)

CCBC's Retention Plan

- Began in fall 2007
- Hired Retention Specialist Spring 2008
- Data collection and planning during spring
- Fall 2008 started Tools for Success and Supplemental Instruction

CCBC's Retention Plan

Questions that Drive the Plan

- How many students failed the first exam in Fundamentals?
- How many students who failed the first exam passed the course?
- How many passed the second course?
- How many graduate in two years?

CCBC's Retention Plan

Course Passage Rates by Cohort Entering Date Prior to Retention Initiative

Indicator	Fall 06	Spring 07	Fall 07	Spring 08
% failing 1 st exam and passing 1 st semester course	30	33	22	10
% passing first two semesters on first try	54	52	57	57
Two-year graduation rate	39	41	43	46

Grant Timeline

- Fall 2007 – HSCRC-MHEC \$396K
Launched the RN Retention Plan
- Spring 2008 – Hired Retention Specialist
- Fall 2008 – Tools and SI began. RN program switched to concepts-based curriculum
- March 2010 – ARRA grant began – refurbish classrooms, new faculty hires, retention staff hires, added Resp., LPN Bridge, CNA and NST

Grant Timeline

- July 2010 – MHEC NSP II \$1.2 M for 4 years.
Continues 2007 grant activities and includes a statewide symposium for sharing retention strategies in year 3.

CCBC's RN Retention Plan

Evidence-based best practices

1. Tools for Success

- Two-part active and collaborative learning workshop series
- Required as part of program orientation
- Uses the Fundamentals nursing text and assigned readings

CCBC's RN Retention Plan

Tools, Continued

- Guided practice in:
 - Reading
 - Note-taking
 - Test prep
 - Test-taking
 - Life skills – focus on self-efficacy, positive mind set, and maintaining life/work/school balance

CCBC's RN Retention Plan

2. Supplemental Instruction

- Weekly out-of-class study sessions facilitated by a high-performing student who already completed the course.
- Leader attends the class again and facilitates structured group study sessions

CCBC's RN Retention Plan

3. Early Alert Tutoring

- Students who have a prior course failure or exam failure need individual attention
- Students are required to attend
- Enables recovery from a poor exam grade
- Also available beyond 2nd semester for students who have prior course failure or LPN Bridge

Implementation By Semester

- Preprogram and 1st Semester
 - Tools for Success, 2 sessions
 - Weekly SI study support
- Pre-second Semester
 - A&P Review for Concepts I Course

Implementation By Semester

- Second Semester
 - Weekly SI study support
 - Week prior to each exam, study session led by faculty volunteers

CCBC's Retention Plan

Course Passage Rates by Cohort Entering Date with Tools, SI, Early Alert

Indicator	Fall 08	Spring 09	Fall 09	Spring 10	Fall 10	Spring 11
% failing 1 st exam and passing 1 st semester course	41	48	64	60	51	42
% passing 1 st two semesters on first try	71	66	77	83	69	
Two-year graduation rate	57	53	59	NA	NA	

Achieving the Dream

- Closing the Gap
- ACDV 101 – mandatory freshman orientation
- Regular advising for all students
- Culturally-mediated pedagogy training

National Completion Agenda

- Obama administration goal to increase number of college graduates by 5 million by 2020
- CCBC's completion rate increased 8% in 2012 and another 11% in 2011
- MACC presidents had a summit last year and will come to CCBC for the second in December

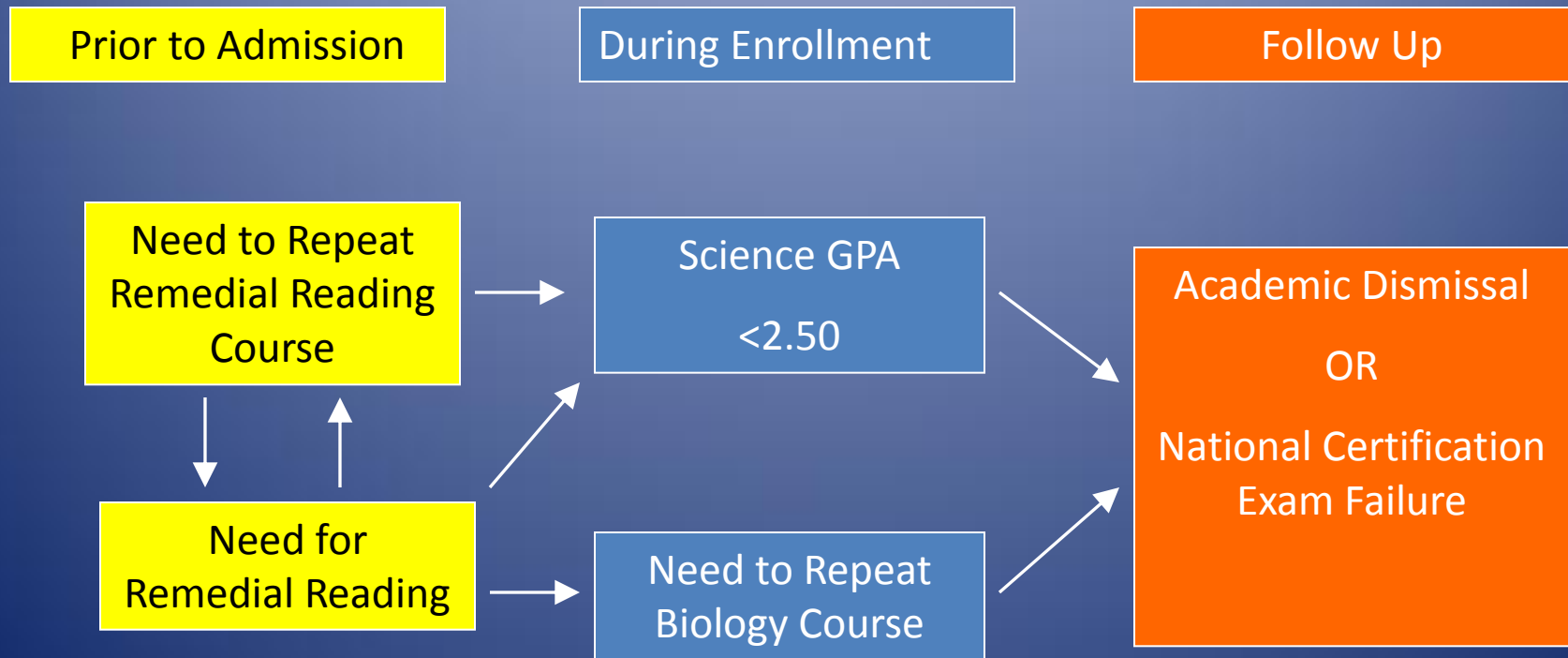
Pedagogy Project

All Programs Except RN and PA

- Risk Factors Identified as Significant:
 - Needing to take remedial reading
 - Having a science GPA less than 2.5
 - Needing to repeat a biology course
 - Needing to repeat remedial reading

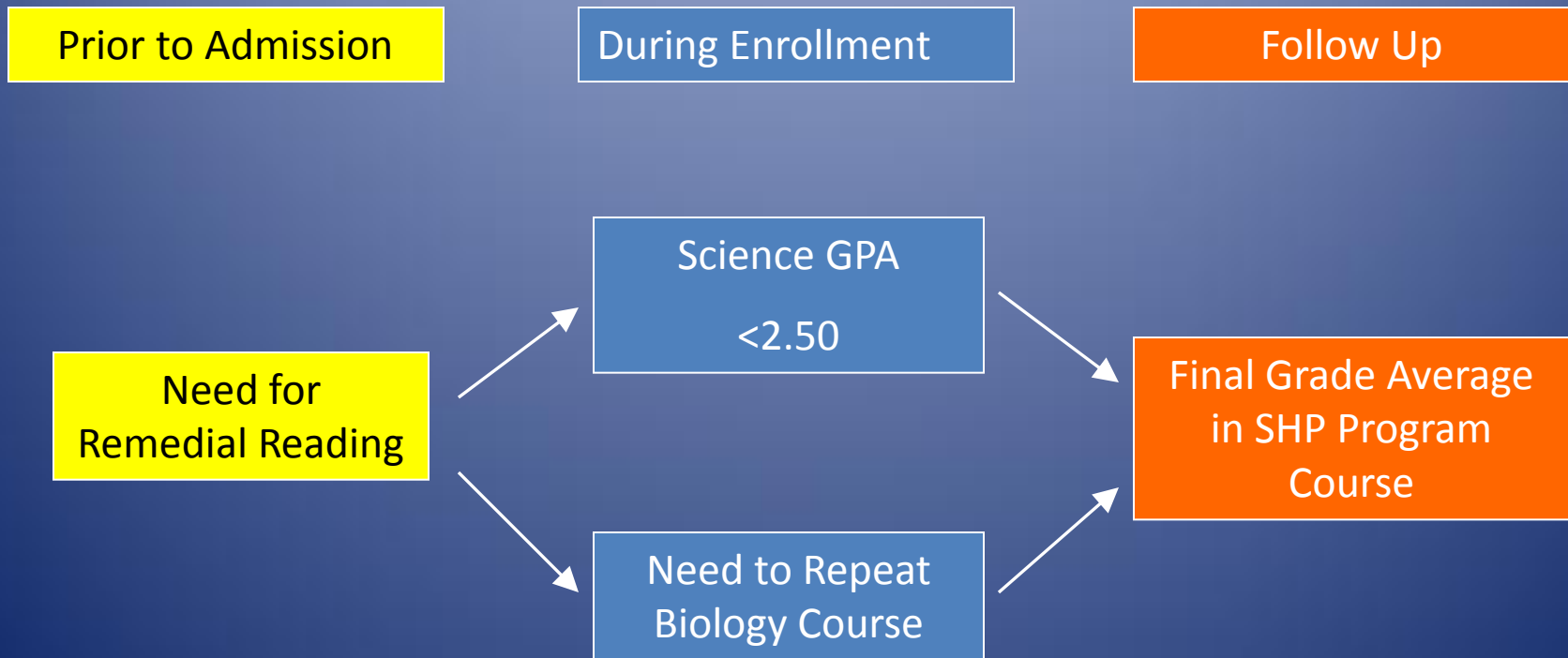
SHP Pedagogy I Model

A model of the relationship among student characteristics prior to enrollment, student characteristics during enrollment, and SHP Program outcome, 2006-2009



SHP Pedagogy II Model

A model of the relationship among student characteristics prior to enrollment, student characteristics during enrollment, and SHP Program Course Final Grade Outcome, spring 2010



How to Sustain this Program: Obtaining SI Leaders

- Recruit with Blackboard announcement
- Faculty select leaders from the applicants
- Students work 1.5 FTE hours – at 1/3 the cost of FT faculty
- Student leaders help design the support materials, implementation, and delivery

How to Sustain this Program:

- SI Student Leaders
- Faculty and staff volunteers serve on committees and volunteer for tutoring sessions – community service
- Academic interns in local Master's programs
- Retention Committee composed of a cross section of faculty and staff

Extension of Retention Efforts to Other SHP Programs

- ARRA grant added Respiratory Care, LPN, LPN to RN Bridge, and CNA
- MLT obtained Perkins funding in 2009
- MLT also was awarded a CCBC Foundation grant

MLT CCBC Grant

- Edited and adapted the Tools for Success materials for other programs
- Produced a printed product for fall 2011, the SHP Student Agenda
- Student Agenda copy delivered to every entering SHP student at the fall SHP New Student Orientation session (550 students)

SHP Student Agenda Contents

- **Get to Know Your Resources**
- **Campus Resources**
- **Obtaining a Student ID**
- **Computer Labs for SHP**
- **Writing Center**
- **Scholarships**
- **Associations for Students**
- **Retention Information**
- **Blank Schedule for Planning**
- **Sample Student Study Schedule**
- **My Support System**
- **How to Ask Others to Help You Reach Your Goal!**
- **Self Care and Stress Management**

SHP Student Agenda Contents

- **Conquering Anxiety!**
- **Study Strategies!**
- **Overview of Best Study Strategies**
- **Concept Mapping**
- **How to Make Study Guides from the Lecture Power Points**
- **Twelve Step Power Study Group Program**
- **Testing Strategies!**
- **Successful Test Taking Techniques**
- **Campus Maps**
- **2011 Calendar and Monthly Planner**
- **2012 Calendar and Monthly Planner**
- **Calendar Years**
- **Contact Information**
- **Important Phone Numbers**

Take Home Message

You can do this!

Questions?

Contact us:

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Small Group Project

1. What is your campus already doing to address retention?
2. What resources are available now?
3. What are some barriers and how could you overcome them?
4. What new strategies are you willing to try following the conference?