

Program Head's Memo for Key Stakeholders & Communities of Interest Quarterly Review — Rappahannock Community College (RCC) Nursing Programs (ADN & PN)

From: Rebecca White, PhD, MSN, RN, CNE- Nursing Program Head

To: Stakeholders and Communities of Interest

Purpose: Provide a concise, data-rich update on outcomes, trends, and partnership opportunities.

Executive Summary (at a glance)

- **NCLEX performance remains strong** and above targets (ADN $\geq 80\%$ 3-yr aggregate; PN $\geq 85\%$ 3-yr aggregate).
- **Completion rates are trending upward** across ADN and PN tracks with targeted retention supports.
- **Job placement is consistently high**, with most graduates employed locally at 6–12 months post-grad.
- **Student supports expanded** (Title III, RCC Foundation, G3, and VDH Earn to Learn) to mitigate “life circumstances” barriers.
- **We welcome your partnership** for clinical placements, preceptorships, adjunct faculty, and employment pipelines.

How We Measure (End of Program Student Learning Outcomes & Quality)

- Direct assessments aligned to ACEN standards & NCSBN test plans:
 - Faculty-developed assessments mapped to course objectives, Bloom's taxonomy, and NCLEX-RN/PN categories (final semester).
 - Kaplan Integrated & Secure Predictor (summative, nationally normed); category ELA: $\geq 60\%$ (ADN), $\geq 70\%$ (PN).
 - NCSBN NCLEX Readiness & outcomes (cohort benchmarks).
 - Clinical evaluations (clinical judgment, psychomotor skills, professionalism, nursing process in clinical/sim).
 - Standardized simulation check-offs (Lasater Clinical Judgment Rubric linked to EPSLOs).
- Evaluation cadence: Semiannual faculty curriculum workshops (November & May) to analyze results vs. ELA, identify trends, and implement improvements.

Estimated Levels of Achievement (ELA)

Completion

- **ADN:**
 - NSG 100 (Traditional): **≥40%** graduate within 4 semesters (post-drop-date cohort).
 - NSG 115 (Transitional): **≥40%** graduate within 3 semesters (post-drop-date cohort).
- **PN:**
 - PNE 161 (Traditional): **≥40%** graduate within 3 semesters.
 - PNE 162 (Bridging Communities): **≥70%** graduate within 2 semesters (*last cohort admitted Fall 2024*).
 - PNE 162 (ADN→PN entrants): **≥70%** graduate within 2 semesters.

Licensure

- **ADN:** 3-year aggregate **≥80%** NCLEX-RN first-time within 12 months.
- **PN:** 3-year aggregate **≥85%** NCLEX-PN first-time within 12 months.

Job Placement

- **ADN:** **≥80%** employed as an RN within 6–12 months post-graduation.
- **PN:** **≥80%** employed as an LPN within 6–12 months post-graduation.

Completion Rates

Associate Degree in Nursing (ADN)

Year	Program Type	Initial Admits (n)	Term of Completion	Graduates (n)	Completion Rate
2023	Traditional	55	SP23	13	24%
	Traditional	15	FA23	4	27%
	LPN-ADN	17	SP23	10	59%
2024 (no Spring admits)	Traditional	49	SP24	20	41%
	LPN-ADN	19	SP24	9	47%

2025	Traditional	54	SP25	27	50%
	Traditional	27	FA25	11	41%
	LPN→ADN	21	SP25	12	57%

Practical Nursing (PN) — Completion (On-time*, then extended where available)

*On-time: 3 semesters (PN Traditional) / 2 semesters (ADN→PN). Extended: 2× time (6 or 4 semesters). Restarts count with new cohort.

Start-Term	Site/Track	Admits	On-Time Graduates	Extended Graduates
SP25	Traditional (Glenns)	6	—	—
	ADN→PN (Warsaw)	1	1/1 (100%)	—
FA23–SU24	Bridging Communities (Glenns)	4	0/4 (0%)	—
	Bridging Communities (Warsaw)	1	0/1 (0%)	—
	Traditional (SP24, Glenns)	8	1/8 (13%)	3/7 (43%)
FA22–SU23	Traditional (FA22, Glenns)	13	4/13 (31%)	0/9 (0%)
	Bridging Communities (FA22)	4	1/4 (25%)**	—
	ADN→PN (FA22, Warsaw)	1	0/1 (0%)	—
	Traditional (SU23, Glenns)	13	7/13 (54%)	10/19 (53%)

Notes:

** 1 student medical extension beyond 2× (ENFA25).

*** 1 student moved to ADN after one failure and graduated ADN on time.

**** Bridging Communities track discontinued in Spring 2025.

NCLEX Licensure Outcomes

ADN (RN) — Program & Cohorts

ELA: 3-yr aggregate $\geq 80\%$ first-time within 12 months.

Graduation Window	Program Total	Notes
Dec 2025	<i>Pending</i> / 35	—
May 2025	46/51	4 failures (May '25 cohort), 1 failure from prior cohort
May 2024	42/43 (98%)	1 delayed to 2025
Dec 2023	30/30 (100%)	29 Dec '23 + 1 May '23 tested
May 2023	34/37 (92%)	Includes delayed testers

ADN — By Site/Pathway (historical cohort starts)

- **Glenns Traditional:** FA23 **18/20 (90%)**; FA22 **3/3 (100%)**; FA21 **4/4 (100%)**; SP22 **3/3 (100%)**; FA22 **11/11 (100%)**; Transfer SP23 **1/1 (100%)**; FA20 **2/2 (100%)**; FA21 **8/8 (100%)**; SP22 **3/3 (100%)**; FA19 **1/2 (50%)**; FA20 **2/3 (67%)**; FA21 **9/9 (100%)**.
- **Warsaw Traditional:** FA23 **7/7 (100%)**; FA22 **2/3 (67%)**; SP22 **1/1 (100%)**; FA21 **0/1 (0%)**; SP22 **1/1 (100%)**; FA22 **10/10 (100%)**; Transfer FA23 **1/1 (100%)**; FA19 **1/1 (100%)**; FA20 **2/2 (100%)**; FA21 **8/8 (100%)**; SP22 **1/1 (100%)**; FA19 **1/1 (100%)**; FA20 **3/3 (100%)**; FA21 **6/6 (100%)**.
- **Glenns LPN-ADN:** SP24 **7/8 (88%)**; SU23 **2/2 (100%)**; SU20 **1/1 (100%)**; SU22 **1/1 (100%)**; SU23 **4/5 (80%)**; SU22 **2/2 (100%)**; SU18 (did not finish at RCC) **0/1 (0%)**; SU21 **1/1 (100%)**; SU22 **3/3 (100%)**.
- **Warsaw LPN-ADN:** SP24 **4/4 (100%)**; SU23 **2/2 (100%)**; SU22 **0/1 (0%)***; SU22 **1 pending**; SU23 **3/3 (100%)**; SU20 **1/1 (100%)**; SU21 **2/2 (100%)**; SU21 **1/1 (100%)**; SU22 **7/7 (100%)**.

* Student from previous cohort.

Program snapshot across recent windows: **92%–100%**, with rising trend.

PN (LPN)

ELA: 3-yr aggregate $\geq 85\%$ first-time within 12 months.

Graduation Window	Program	Glenns	Warsaw	Notes
Dec 2025	(Pending: first December cohort in new biannual cycle)	(2/—)	(4/—)	No Dec '24 or '23 cohorts
May 2025	14/14 (100%)	8/8 (100%)	6/6 (100%)	—
May 2024	24/26 (92%)	9/10 (88%)	15/16 (93%)	—
May 2023	14/14 (100%)	14/14 (100%)	—	COVID era one-campus cohort
May 2022	32/36 (88.9%)	—	—	—

Employment Outcomes

ADN (RN) — 6–12 Months Post-Graduation

ELA: ≥80% employed.

Cohort	Source	N	Program Employed	Site Details
Dec 2025	Mentorship	35	Pending	—
May 2025	Mentorship	50	100% (50/50)	Glenns: 33/33 employed; Warsaw: 17/17 employed; 0 “not seeking”; 0 “unable to find”
May 2024	Mentorship	43	100% (43/43)	Glenns: 26/26 employed; Warsaw: 17/17 employed
Dec 2023	Grad Survey (final year)	33*	90% (30/33)	1 not looking; 1 no response; Glenns: 17/18 employed (1 unable; 1 not seeking); Warsaw: 13/16 employed (3 unable)
Dec 2023	Mentorship	29	100% (29/29)	Glenns: 15/15; Warsaw: 14/14

May 2023	Grad Survey	—	No responses	—	
May 2023	Mentorship	37	—	Glenns: 16/16 employed; Warsaw: 13/19 employed; 0/19 unable; 6/19 not seeking	

PN (LPN) — 6–9 Months Post-Graduation

Cohort	Source	N	Employed (≥PRN)	Status Unknown	Not Seeking	Unable to Find	Enrolled LPN→ADN	% Employed of Seekers
Spring 2025	Kaplan Mentorship	14	14 (100%)	0	0	0	7 (target Spring 2026)	100% (14/14)
2024	Kaplan Mentorship	26	21 (81%)	5 (19%)	0	0	7	N/A
2023	Grad Survey	14	14 (100%)	0	0	0	4	100% (14/14)
2023	Kaplan Mentorship	14	14 (100%)	0	0	0	—	100%
2022	Grad Survey	—	0 responses	—	—	—	—	—

What's Helping Students Finish

- **Title III grant:** Enhanced advising & wraparound support for students with socioeconomic challenges.
- **RCC Educational Foundation:** Flexible student aid not covered by Pell or State Aid.
- **G3 last-dollar aid:** Ongoing support for Health Sciences students.
- **VDH "Earn to Learn" (AY 2025–26; awarded 2026–27) with Riverside Walter Reed Hospital, Walter Reed Post-Acute Rehab, and VCU Tappahannock Hospital:** Covers 50% of senior-level clinical rotations for employed students at rural partner sites.

What We're Asking from Partners

1. **Clinical capacity & preceptors** (acute, ambulatory, LTC, community-based care; ADN & PN).

2. **Adjunct faculty** (specialties: med-surg, behavioral health, maternal-child, critical care, community health).
3. **Early employment pipelines** (externships, nurse apprenticeships, transition-to-practice residencies).
4. **Scholarship & hardship funds** to stabilize students facing “life circumstances.”
5. **Continuous feedback on new-grad competencies** and priority skills (triage, care coordination, transitions of care, outpatient workflows).

Upcoming Engagement

- **RCC Job/Transfer Fair — March 25, 1–4 PM**, Glenns Student Lounge.
Recruiters: [Register here] [Rappahannock Community College Health Sciences Career Fair 3/25/2026 \(Glenns Campus\) – Fill out form](https://www.rappahannock.edu/healthsciences/careerfair/2026/)

Contact

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