



# VOCATIONAL NURSE PROGRAM HANDBOOK

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# **WELCOME TO CLOVIS ADULT EDUCATION**

## **VOCATIONAL NURSE PROGRAM**

Whether you are free to attend class full time or must work to finance your education, Clovis Adult Education offers vocational nurse programs to fit your needs.

Clovis Adult Education received its initial accreditation to offer a VN program in 1981. The accreditation was issued by the California Board of Vocational and Psychiatric Technician Examiners.

Variations in funding and student needs provide the option to attend classes three (3) days a week for an eighteen (18) month period. The student must successfully complete 658 hours of specific theory instruction and 957 hours of supervised related hospital clinical experience to qualify to graduate and to be eligible to take State Board Examination.

The Adult funded program meets for three days per week over an 18-month period of instruction. Applicants become qualified on the date that all prerequisite classes have been completed, and a satisfactory TABE- Level A score have been met and the individual has passed the interview process.

Vocational Nursing Students will encounter throughout the program, the standards of excellence, that have assisted previous graduates to pass state board examinations and to achieve professional success as a Licensed Vocational Nurse.

# **CLOVIS ADULT EDUCATION VOCATIONAL NURSE PROGRAM**

## **MISSION STATEMENT AND PHILOSOPHY**

Clovis Adult Education offers lifelong educational opportunity services which address the unique needs of our diverse community by providing the means to become productive community members and workers, effective family members and life-long learners.

The Clovis Vocational Nursing Program subscribes to the philosophy of the Clovis Unified School District. A more specific philosophy as it pertains to vocational nursing follows:

We believe:

1. The Vocational Nurse is a vital member of the healthcare team, who provides quality bedside nursing care that combines a thorough technical knowledge base with a human and empathetic approach.
2. The Vocational Nurse understands that the holistic approach to nursing recognizes the patient as a unique human entity who is also part of a family, a community and a culture.
3. The Vocational Nurse strives to maintain the patient's dignity and to deal with physical, emotional, intellectual, social and spiritual aspects of human functioning.
4. The Vocational Nurse as part of a helping profession, is a caring person with a reverence for life.
5. The Vocational Nurse adheres to a code that respects the ethical and moral aspects of the nursing profession.
6. The Clovis Adult Vocational Nurse Program is committed to the educational standards of excellence that will ensure marketable skills for the graduate and will permit articulation within the nursing profession.
7. The Vocational Nurse recognizes a responsibility to participate in efforts to meet emergencies and to promote positive social and behavioral development of persons in the community.
8. The Vocational Nurse applies learned concepts concerning advances in pain control for all patients during their lifespan and for those dealing with death.

## ENTRANCE REQUIREMENTS FOR THE VN PROGRAM

Each applicant must:

1. Be eighteen years of age or older.
2. High school diploma, GED, or the equivalent is required for licensure as a vocational nurse. A student, who graduated from high school in a foreign country, must possess a college degree or pass the GED examination to qualify for admission to the LVN program or licensure in California.
3. Be a Certified Nurse Assistant
4. Pass a written examination designed to test math and reading skills with an 11<sup>th</sup> grade level or above (TABE- A).
5. Meet health requirements including a health examination and immunizations for (TB) Quanti FERON Gold test (within 3 months of beginning the program), MMR, Hepatitis B, Tdap (pertussis), Varicella Zoster, and influenza vaccination. Any student who is contagious or a carrier of an infectious disease must notify the school prior to admission and be evaluated on an individual basis. Skin tests for TB are no longer acceptable.
6. Furnish two typewritten letters of recommendation.
7. Purchase a malpractice insurance policy annually- from CAE
8. Complete an application to the program.
9. Attend/complete prerequisite classes with 78% or higher in Medical Terminology, Medical Math, Computer Technology/ Study Skills for Healthcare Workers, Nutrition, and Anatomy/Physiology. Transfer credit from other accredited schools for any of the above courses may be accepted if official transcripts that are presented meet the BVNPT standards, **except** computer skills/ study lab (Must be taken at Clovis Adult).
10. No student will be permitted to take courses that are part of the LVN curriculum unless he/she is enrolled in the LVN program. (Pharmacology Class is the one exception)
11. For transfer credit from other schools, see Requirements for Transfer Credit, page 35.
12. All student folder requirements must be submitted to the Nurse Education Department on orientation day.
13. Students must complete a background check and drug screen prior to Starting / attending any clinical rotations.
14. Successfully pass an oral and written interview.

## **LVN PROGRAM OBJECTIVES**

Upon completion of the Vocational Nursing program, the graduate will be qualified to:

1. Implement the elements of the Nursing Process for improved patient care.
2. Develop interpersonal nurse-patient relationships.
3. Review and evaluate legal statutes pertaining to nursing practice.
4. Assist community based organizations to provide wellness education.
5. Assist patients to meet basic human needs.
6. Relate scientific theory to the performance of safe nursing.
7. Relate cultural factors to the planning and implementation of patient care.
8. Utilize the knowledge of body structure and function in patient teaching.
9. Describe the primary causes, manifestations, and treatment for common medical or surgical conditions.
10. Identify the role of the Vocational Nurse as facilitator of the highest standards of nursing care.
11. Implement elements of growth and development into a pediatric nursing care plan.
12. Demonstrate knowledge of physical and mental aspects of the aging process.
13. Plan nursing care to meet the unique needs of the elderly
14. Describe health promoting activities designed to assist the patient and family to cope with illness or loss.
15. Utilize therapeutic communication techniques in the care of the emotionally disturbed patient.
16. Utilize communication skills in nursing intervention and evaluation of care.
17. Maintain and promote psychological health through consideration of an individual's worth and dignity.
18. Successfully complete NCLEX-PN examination to obtain licensure as a California Licensed Vocational Nurse.

## CONCEPTUAL FRAMEWORK

The curriculum of the Vocational Nursing Program has been developed to encompass the definition of nursing as presented by Yura and Walsh.

*“Nursing is an encounter with a client and his family in which the nurse observes, supports, communicates, ministers, teaches; he/she contributes to the maintenance of optimum health, and provides care during illness until the client is able to assume responsibility for the fulfillment of his own basic human needs, when necessary, he/she provides compassionate assistance with the dying.”*

The Clovis Vocational Nursing curriculum also addresses the impact of the varied cultural influx into the everyday lives of people in our country, by implementing the following cultural assessment framework into nursing care and nursing theory:

1. Cultural, racial, ethnic identity
2. Language, communication ability
3. Religious beliefs and practices
4. Illness, wellness behaviors
5. Healing, beliefs and practices

The curriculum of the Clovis Vocational Nursing Program recognizes the recent phenomenal splintering of traditional treatment modalities into numerous specialties, which require varying and specific levels of education and practice. The curriculum devotes necessary time to the study of disease states and illness. It attempts to focus equally on health and wellness as outlined in the definition of nursing.

Clovis Adult Vocational Nursing students work in collaboration and/or under the direction of many of these team members. The experience afforded by these observations, enable the LVN student to evaluate options and make long-term goals for their future in the nursing profession.

The problem solving approach of the nursing process assists to provide a continuum and consistent plan for the assessment, planning, implementation, and evaluation of patient care and continue to be integrated into classroom and clinical curriculum.

Maslow, in his “Hierarchy of Needs”, outlines human physiologic needs, safety needs, needs for love, esteem needs, and self-actualization. Satisfaction of these needs are directly related to physical and mental health according to Maslow.

It is the belief of the faculty that the inclusion of the above framework for curriculum will lead to expected educational outcomes and produce a student that will successfully sit for NCLEX-PN examination and obtain licensure as a California Licensed Vocational Nurse.

**Clovis Adult Education  
Mission Statement  
“Improving Lives Through Education”  
Student Learning Outcomes**

## **SLOs**

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Clovis Adult Education students will become....

### **PROBLEM SOLVERS**

Apply critical thinking skills and problem-solving processes.  
Utilize technology on the job and in day-to-day life.

### **RESPONSIBLE GOAL SETTERS AND ACHIEVERS**

Establish and accomplish constructive short and long-term goals.

### **INVOLVED COMMUNITY MEMBERS**

Respect the rights of others. Make a positive contribution to your family, school, workplace and community.

### **DEDICATED QUALITY PRODUCERS**

Demonstrate a strong work ethic. Strive for excellence.  
Work well independently and with others.

### **EFFECTIVE COMMUNICATORS**

Use spoken and written communications competently and confidently.  
Use technology creatively and ethically.

# THE SIX PILLARS OF CHARACTER

## **TRUSTWORTHINESS:**

Be honest. Don't deceive, cheat or steal. Be reliable –do what you say you'll do. Have the courage to do the right thing. Build a good reputation. Be loyal – stand by your family, friends, and country.

## **RESPECT:**

Treat others with respect; follow the Golden Rule. Be tolerant of differences. Use good manners, not bad language. Be considerate of the feelings of others. Don't threaten, hit or hurt anyone. Deal peacefully with anger, insults and disagreements.

## **RESPONSIBILITY:**

Do what you are supposed to do. Persevere; keep on trying! Always do your best. Use self-control. Be self-disciplined. Think before you act—consider the consequences. Be accountable for your choices.

## **FAIRNESS:**

Play by the rules. Take turns and share. Be open-minded; listen to others. Don't take advantage of others. Don't blame others carelessly.

## **CARING:**

Be kind. Be compassionate and show your care. Express gratitude. Forgive others. Help people in need.

## **CITIZENSHIP:**

Do your share to make your school and community better. Cooperate. Stay informed; vote. Be a good neighbor. Obey laws and rules. Respect authority. Protect the environment.

## RATIO OF HOURS TO COURSE CONTENT

<u>COURSE</u>	<u>THEORY HOURS</u>	<u>CLINICAL HOURS</u>
Anatomy and Physiology	60	
Nutrition	33	
Pharmacology	60	
Nursing Fundamentals	64	80 clinical
Medical/Surgical Nursing	267.5	576 clinical
Normal Psychology	30	
Normal Growth and Development	30	
Pediatrics	32	56 clinical
Gerontological Nursing	14.5	96 clinical
Maternity	50	64 clinical
Supervision	10	
Leadership	13	
<b>Program Related Hours</b>	<b>658</b>	<b>872</b>

**Total Hours = 1530**

TRANSFER CREDIT FOR LICENSED CERTIFIED NURSE ASSISTANT 85 hours

## CLOVIS ADULT NURSING EDUCATION

### Grading Scale:

Percentage	Letter Grade	GPA Numerical Value
90%-100%	A	4
80%-89%	B	3
78%-79%	C	2
77% and ↓	F	0

### Grading Policy

All VN classes and nurse pre-requisite classes must obtain a 78% to successfully pass course content. The grading policy has been approved by the Board of Vocational Nursing and Psychiatric Technicians and the Clovis Unified School District.

# GUIDELINES FOR PROFESSIONAL CONDUCT

## Personal Appearance:

The personal appearance of the student identifies this person to the public as a professional. The image projected reflects on the student as an individual, the Clovis Adult School Nursing Program, and on the nursing profession as a whole.

### 1. Uniforms:

- a. Student uniforms are to be worn on campus for theory, skills lab on campus and for all clinical rotations. At no time is the school uniform to be worn during the course of paid employment. The school patch is worn on the left sleeve three inches down from the shoulder seam. Patch must be sewn on.
- b. Uniforms are to be clean, neatly pressed, and in good repair.
- c. The standard uniform includes the designated uniform Forest green top, and pants. If Forest green scrub jacket is worn, a school arm patch must be sewn on the left sleeve. No other jackets may be worn in the clinical area other than a scrub jacket of the color of your uniform.
- d. Students must wear regular white socks and all white, leather, closed shoes. No emblems or colored trim of any kind is to be on the shoes. No ankle socks!
- e. A school issued photo identification badge is to be worn on the left upper-side of the uniform top at all times when in uniform.
- f. All students are required to have, as part of their uniform, a watch with a second hand, bandage scissors, a stethoscope, a pen-light, and a black ink pen at all times in the clinical setting
- g. White under clothing (Shirt) MUST be kept clean and the bottom MUST be tucked inside your scrub pants. Under garments (BRA) is to be white, no colored sports bras!

### 2. Hair:

- a. If you have long hair you must have your hair pinned up and off your shoulders, hair must be controlled in its appearance, and must be away from your face and eyes for theory and clinical experience. This applies to male and female students. No pony tails. No hair hanging on the back of the neck, including buns.
- b. Beards, mustaches and sideburns must be clean and neatly trimmed at all times and must be able to pass T.B. mask fit test at the acute facilities.

- c. Extreme hair style and hair color is not allowed.
- d. NO false eyelashes.

**3. Tattoos:**

- a. A.No visible tattoos are allowed to be seen while in uniform in classroom and or clinical facilities. They must be covered at all times by wearing white clean long sleeves, or a special sleeve (white) made for covering tattoos
- b. If you have Tattoos on your hands you must wear gloves at all times with constant changing. No bandages or ace wraps are allowed. White under clothing (Shirt) MUST be kept clean and the bottom MUST be tucked inside your scrub pants. Under garments (BRA) is to be white, no colored sports bras!

**4. Makeup and Perfume:**

- a. Makeup is to be natural looking. No dark eyeliner or eye shadow allowed.
- b. Personal cleanliness and good body hygiene are a must in the medical center environment and the classroom. Heavily scented colognes, perfumes or aftershave lotions are not allowed. This will be addressed to the individual if necessary. You may be dismissed for the day if not in proper uniform dress code. This will be marked as an absence and must be made up.

**5. Nails:**

- a. Fingernails must be kept short (not beyond the end of the finger). Acrylic fingernails are not permitted. Clear nail polish is acceptable, no chips or missing nail color.

**6. Jewelry:**

- a. Small inconspicuous earrings may be worn. No dangling earrings, no necklaces, no ear plugs, no gauges, and no bracelets will be worn. No nose rings or additional body piercing is not allowed to be seen. (bracelet's for religious reasons may be worn BUT must be taped to the wrist or arm).
- b. A wedding band and or an engagement ring is the only other jewelry that may be worn.

**7. Student Professional Dress and Image:**

It has become increasingly important and vital to the availability of clinical training sites that each student and faculty member project a professional image at all times. Should a student's uniform become tight, they will be asked to obtain a new uniform of appropriate size.

- a. Prior to appearing for the first clinical experience, a "dress rehearsal" will be held at school. The following will be evaluated:

- 1) Neatness and appropriate fit of uniform
- 2) Appropriate pant length
- 3) Condition of shoes and uniform
- 4) Hair length and style
- 5) Nail length and clear or no polish

b. Clinical sites may have additional dress requirements which will be observed by all of our students.

**NOTE:** Students that are non-compliant with the nursing professional code will be sent directly to the Nursing Director's office for potential dismissal for the day and that day will have to be made-up. If the Director of Nurse Education sees a student on campus/clinical not in proper dress, the student will be sent home for the day.

**8. Smoking and Eating:**

- a. Hospitals and clinics will dictate the following policies:
  - 1) Smoking
  - 2) Parking
  - 3) Restroom
  - 4) Nursing Lounge

Any student found in a non-designated area will receive a failing grade for the day. The Clovis Adult Education campus is a non-smoking campus.

b. Any violations listed may serve as cause for immediate dismissal from the program.

**9. Speech and Confidentialty:**

- a. Be aware of your responsibility in the area of confidentiality and respect of others and the patient.
- b. Practice professional conduct in all interactions with peers, instructors, patient/client, and hospital staff.
- c. Foul language and off-color jokes are not acceptable on campus or in clinical.
- d. Social Networking, IE; Facebook, Twitter, and Texting **is not allowed** in the classroom or while in the clinical environment. Be careful of what you tweet or text!
- e. Cell phones are not to be used or seen in the classroom or in the clinical environment. Exception: If instructor has called for cell phone use for a classroom exercise. If you have the permission of the instructor to tape the lecture then your recorder **MUST** be in the front of the room by the instructor, **NO EXCEPTIONS.**

## ATTENDANCE POLICY

- A. Attendance may be required during an afternoon or evening shift. Some weekend attendance may be arranged when it is necessary to obtain specific clinical skills consistent with the objectives of the LVN program.
- B. Since a student gains maximum benefits from an educational program by good attendance, it is expected that he/she will be present for all class sessions.
- C. Theory: Any student who is absent (2) theory days in any class during the Segment will be written up with a Counseling report by the theory instructor, (this is required whether or not the student has done make up work) Student must also then meet with the Director of Nursing.
- D. If a 3<sup>rd</sup> absence occurs prior to the end of the segment, the student will be written up with an infraction report by the instructor and must meet with the faculty committee. The student may potentially be dropped from the program. The student who plans on being absent from clinical has the responsibility to notify the appropriate instructor One Hour PRIOR to the scheduled clinical time. Unless specified differently in the individual instructor's class schedule.
- E. The student who does not notify the instructor of their absence according to section "D" will receive an automatic unexcused absence. Documentation will occur.
- F. Attendance during Clinical orientation is extremely important. A student who misses the day of orientation may be required to attend that clinical with another class, the instructor cannot leave other students to provide a personal one-on-one orientation. Efforts will be made to provide make-up orientation in emergencies cases only and prior to the scheduled orientation.
- G. In the theory/clinical environment, each day's learning and experiences build upon those of the previous day. The student who misses a large percentage of a clinical rotation cannot meet course objectives realistically. A student who is absent twice from any clinical rotation, (each segment) whether made up or not, will receive a record of counseling and must meet with the Director of Nursing.
- H. After a 3<sup>rd</sup> absence, (in a segment) the student will meet with the faculty committee to determine if clinical objectives can be met or student will potentially be dropped. Refer to page 29, Contractual Agreement.
- I. Any Clinical make-up day must be completed within a one-month period of time of your absence, Student's will not go on into the next Segment with outstanding absence(s)

**NOTE:** When a student is absent that student **MUST** see the Director of Nursing within 7 days (1 Week) to schedule their make-up day which will be completed within 30 days. Paperwork is to be given to the Nurse Education Secretary immediately after completion.

- J. To ensure that course objectives are met, all clinical absences must be made up in a similar clinical setting. On rare occasions, arrangements can be made to meet specific course objectives by attending functions geared towards furthering the overall professional growth of the LVN student.

**NOTE:** All makeup's must be scheduled through the Nursing Director!\_On Tuesdays the Director is available to schedule make-ups from 0945-1230.

- K. Because make-up days require advance scheduling and additional planning by the instructor, personal requests for a particular instructor, hospital or experience cannot be honored.

- L. Any student who schedules a make-up day in clinical must attend that clinical or furnish a doctor's excuse or a document which carries equal legal weight if student does not attend this day.

- M. If the inability of a student to meet course objectives is related to poor attendance, he/she will be required to meet with the faculty committee. The meeting will be held to accomplish the following:

1. Identification of unmet objectives.
2. Documentation of types of absence and reasons for them.
3. Implementation of a plan to improve attendance.
4. Arrangement for and referral to appropriate make-up classes.
5. To help the student reduce absenteeism and to help him/her to achieve success in the LVN program

- N. Tardiness (3 tardies = 1 absence) will be handled in the clinical environment according to the following policy.

1. Verbal warning
2. Written Consult
3. Record of infraction
4. Meet with the Nurse Faculty to develop a behavioral contract.

- O. The policy shall include but is not be limited to, criteria for attendance and the specific course objectives for which a make-up is required. Acceptable methods for make-up include:
1. **Theory:** case studies, independent study, written examination, attendance at seminars or workshops, auto-tutorial laboratory, and research reports.
  2. **Clinical:** performance evaluation in skills laboratory, fundamentals or additional time in the clinical area with clients/patient.

**NOTE:** Effective January 6, 2014 To successfully complete any nursing class the student must attend 95% of Theory and 100% of clinical. This qualifies the student for a class pass as far as transfer credit. This will also qualify the Vocational Nursing applicant to take the State Board Exams.

**CLOVIS ADULT EDUCATION  
VOCATIONAL NURSING PROGRAM  
ATTENDANCE POLICY AGREEMENT**

I \_\_\_\_\_ have read and agree to abide by the Clovis Adult Vocational Nursing Program Attendance Policy. I understand that my attendance in class is critical in order to meet course and clinical objectives of the Vocational Nursing Program. Since each day's learning builds upon those of the previous class day, valuable learning experiences are lost when absences occur. If I am absent on a theory day, I understand that I must check with my theory instructor to complete the unmet course objectives.

Signature \_\_\_\_\_

Print Name \_\_\_\_\_

Date \_\_\_\_\_

## ALTERNATE POLICY

The Board of Vocational Nursing and Psychiatric Technician has approved Clovis Adult Education Vocational Nursing Program to admit up to 45 students in a program. Currently, CAE accepts 30 students in a program, due to heavily impacted clinical placements.

Selection of the student into the program is as follows:

1. High School Diploma or GED
2. Complete the prerequisites:
  - a. Computer Literacy/Study Skills
  - b. Medical Math
  - c. Medical Terminology
  - d. Anatomy/Physiology
  - e. Nutrition
3. Pass the TABE A test with an 11<sup>th</sup> grade level in Reading, Applied Math and Math Comprehension

On occasion a situation may occur where there are an overwhelming number of eligible students for the up-coming program. Highest scores on the TABE test are considered first for student placement. Students must have all the prerequisites completed as well. Additionally, there is a panel interview that student candidates must pass to be accepted.

Therefore, we would place students on an 'Alternate' list of students that have met the requirements. The maximum number of alternates submitted to the class is 10% of the approved student roster. The 'alternate' student would then be allowed to participate in the Fundamentals class until such time as the skills laboratory begins. When this skills lab portion of Fundamentals begins, and if the class is larger than the approved number, the student would be removed from the program and would automatically be moved to the top of Clovis Adult Education's eligibility list for the next class.

## CLINICAL MAKEUP POLICY

- A. To obtain credit for attending a make-up clinical day, it is the student's responsibility to obtain the clinical make-up form in the Nursing Office.
- B. Students must make up clinical absences within one month. The student will schedule a make-up within one week of their absence. It is the responsibility of the student to schedule a makeup day with the Nursing Director. In circumstances where no available make-up time or site is available, the Nursing Director may make an exception.
- C. The student will have the clinical makeup instructor sign the form and the student will turn in the completed form to the Nursing Office. No credit will be granted without a completed Clinical Makeup form filled out appropriately.
- D. Absences will be reviewed on a monthly basis. The goal for the review will be to assist the student in reducing absenteeism and to help him/her to achieve success in the LVN program. No student with an outstanding clinical makeup will advance to the next Segment. If the clinical is not made up at the end of the current Segment the student will be dropped from the nursing program.

### Sample

	Nursing and Allied Health Department <b>CLINICAL MAKE-UP FORM</b>	Date submitted: _____
Student's Name: _____	Student I.D (last 4 of SSN) _____	
Facility Site: _____	VN Class Title: (ex: AD 33) _____	
Course Title: (ex: Geriatrics, Maternity) _____	Group: _____ Rotation: _____	
Date of Absence: _____	Instructor: _____	
<i>Office Use Only</i>		
Scheduled Make-up Date: _____	Make-up Instructor: _____	Course # _____
Make-up Hours completed: _____	Make-up Facility: _____	
Instructor's signature _____	Date: _____	
Revised 3/4/19		

## **PREGNANCY LEAVE**

- A. Antepartum – The student will be permitted to remain in the program until time of delivery providing she meets the following requirements:
1. A written clearance from a physician must be submitted to the Director of Nursing Education within the first trimester of pregnancy. Monthly written follow-ups are required from your physician stating, student may continue in clinical with no limitations.
  2. Physical condition permits her to meet all clinical objectives. Monthly Physician documentation: (Student is able to participate in all clinical with no limitations)
  3. The student will notify the clinical instructor as soon as they suspect they are pregnant. This will insure the student will be excluded from any observational experience involving the use of x-ray, which could jeopardize the student's or the baby's safety.
- B. Postpartum – The required procedure for the postpartum student is as follows:
1. The student must present a written physician's clearance to the Director of Nursing prior to returning to the clinical rotation.
  2. All clinical objectives must be met.

## **EXTENDED SICK LEAVE**

Following surgery or an extended illness, faculty will make every effort to assist the student to remain in the program. An attempt will be made to help the student to meet clinical and classroom objectives within the scope of the restrictions imposed by the doctor.

The student is obligated to:

1. Present the Director of Nursing with a written clearance from his/her doctor.
2. Meet all clinical objectives.

## **DISABILITY**

Any student receiving Workers' Compensation benefits and/or disability payments will not be eligible to attend clinical course work without a written waiver approved by the appropriate representative of the Clovis Unified School District office.

## **TERMINATION POLICY**

Students may be terminated from the program for the following reasons:

1. Failure to meet academic course objectives
2. Failure to meet clinical course objectives
3. Failure to meet any other requirements as set forth in the Student Handbook or course syllabus
4. Consistent poor judgment and unsafe clinical practice
5. Document falsification
6. Patient endangerment
7. Acts of dishonesty

Termination is handled on an individual basis and the initial recommendation to terminate is made by the instructor to the faculty committee. Clovis Adult Education administration has the right to review documentation and to make the final decision according to Clovis Unified School District policy.

There are three segments in the VN program. A student who receives a failing grade for a class in any one segment will be dropped from the VN program at that time. The student may write the Nursing Director requesting to return. See policy on our web site.

Students who are dropped and were receiving Veteran's benefits or PELL grants will no longer be eligible for those benefits.

## **READMITTANCE POLICY**

If a student receives a failing grade they may re-enter the Program pending the approval of the Nursing Director. If a student fails a second time, the student will not be readmitted to the program.

The final decision will be based on a thorough review of the following:

1. Space availability
2. Number of times in the program
3. Grades/Overall grade point average/Clinical performance
4. Previous attendance record
5. Any other contributing factors

The final decision remains with the Nursing Director.

### **The Student Who Voluntarily Withdraws:**

The decision to readmit a student who voluntarily withdraws will be made by Nursing Administration and will be based on:

1. Space availability
2. Circumstances under which the student left
3. Overall previous student performance

### **Re-admittance Application:**

The student who wishes to be readmitted will be required to complete a letter requesting that the Director of Nursing Education allow the student to return. This letter must address the following important questions:

1. Briefly describe the circumstances under which you left.
2. What changes have occurred that would ensure your academic and clinical success?
3. If you withdrew from a class for a medical reason, can you provide a doctor's release? The release must specifically describe any limitations or disabilities that would limit the student from performing as a LVN student. Additionally, it must include a statement that the student does not have a health condition that would create a hazard to themselves, fellow students, hospital employees or patients.

Once we review your readmittance application and you meet with the Nursing Director/Nursing Faculty Committee, we will then notify you if you qualify for reentry into Clovis Adult Education VN program. This reentry is done on space availability and you therefore, may be put on an alternate list until a space becomes available.

## PROTOCOL FOR STUDENT INTERACTIONS WITH FACULTY AND OFFICE STAFF

Due to the phenomenal growth of the nursing programs in the last few years, it is necessary to develop specific procedures and protocols to deal with situations that were once appropriately handled informally.

**Evening and Weekend Attendance:** Attendance policies spell out the need to occasionally attend classes on weekends and/or evenings. With increased competition for clinical sites and classrooms on campus, the possibility becomes more real. Please arrange for back up childcare and car-pooling in advance to prepare for this development because it will not be possible to make special arrangements for any one person.

**Advance Scheduling:** Employers sometimes request a student's schedule before it is available to everyone. We will tentatively place the student in a clinical group when requested to do so. Should necessary changes preclude our ability to adhere to that schedule, the student and employer will be asked to abide by the revision. We will furnish a letter to the employer explaining the reason for the change.

**Re-entry into a Nursing Program:** Any student, who either drops or fails a nursing program will sign a form stating why he/she is leaving. Reentry will occur on space availability basis. It is important to understand when one drops, that reentry is not automatic, regardless of the reason for leaving.

We make every effort to accommodate returning students. By second segment, however, we are unable to send large groups to hospitals for specialized experience.

Many times, the student who wishes to return interprets the loss of several students during Segment 1 as being an opening, when one really does not exist. Occasionally, we may lose a sufficient number of students in Segment 1 where it is only economically feasible to reduce clinical groups from four to three. Obviously, if permitting a student to reenter results in our exceeding the limit of students for three groups, the student must wait for another opening.

**Grade Information:** Test grades and final grades will not always be available on the day of the test. The instructor will provide grades by the next class session. This is consistent with the procedures for any college. It is inappropriate to demand that an instructor calculate grades and return results immediately.

**Nursing Office and Campus Etiquette:** Forms will be completed and transcripts provided in a timely manner. The office staff will make every effort to complete forms within seven (7) working days of receiving them. Transcript forms are available on-line at [w.w.w.clovisadultschool.com](http://w.w.w.clovisadultschool.com) and will be available within a seven (7) working day time frame. A \$5.00 fee will be charged for completed forms and transcripts.

**Office Conferences:** Any student who desires to have a conference with the Nursing Director or office personnel, should make an appointment to do so with the nursing secretary. If the purpose of the conference is to discuss a complaint, please put the complaint in writing prior to the conference.

**Passing Grade Requirements:** A student must complete each class and each segment with a grade of 78% or above. If one receives a 75% or 74% on any single test this is a failing grade and the student needs to consult with the instructor for potential remediation. Failing grades cannot be made up with a paper or special assignment. It is important that the student, who is in danger of failing, seek help early in the course by consulting the instructor or the Nursing Director or both.

## **CLOVIS ADULT EDUCATION CONTRACTUAL AGREEMENT**

All hospitals that have entered into a contractual agreement with Clovis Vocational Nursing to furnish clinical training sites for VN students require students to comply with the following:

**Each student will:**

1. Observe confidentiality regarding information learned during the administration of nursing care.
2. Wear the student uniform only when on campus (Theory) clinical (Hospital).
3. Observe elements of professional conduct as outlined in the policy manual for the LVN program.
4. Neither consume alcohol or drugs during, or immediately prior to coming to class or to a clinical assignment.
5. Student will not visit their hospitalized patient without instructor's presence.
6. Notify the school or hospital when it is necessary to be absent. Any student who is absent for three clinical days without notification will be immediately dropped from the program.
7. Comply with the following "cheating policy". Whether on tests or written work, first offense cheating will result in failure of the assignment and completion of a Record of Infraction. Any repetition of cheating will result in immediate referral to the faculty committee for disciplinary action. Working together on assignments is acceptable as long as the work turned in is the student's own and bears no resemblance to another student's paper. Students who give their work to other students, or who give answers to others during a test, or engage in talking are also considered cheating.
8. Follow all aspects of the attendance policy as outlined in the student handbook. Complete required make-up work within a one (1) month period in the specific clinical environment where time was missed. Exceptions to this rule would occur when a student is absent for an extended illness of which the Director and Instructor have been notified. All exceptions will be dealt with on an individual basis.

I have read and agree to the above, and I understand that a violation in any area mentioned will be cause for my immediate dismissal from the Clovis Adult Education Vocational Nurse program.

**Signed:** \_\_\_\_\_

**Print Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## FACULTY COMMITTEE

Faculty members and the Director of Nursing Education make up the Faculty Committee. When appropriate, student advocates from sponsoring agencies and/or Clovis Adult Administration also participate.

### **The Faculty Committee convenes to:**

1. Counsel and provide assistance to a student experiencing difficulty meeting course objectives for any one of a variety of reasons.
2. Provide a final hearing for a student who has reached the point of the disciplinary procedure where he/she is in jeopardy of being dropped from the program.

### **The Disciplinary Process:**

1. Verbal warning
2. Record of Infraction
3. Faculty committee meeting
4. Contract
5. Termination

Please note: Any student's behavior that is interpreted as *patient endangerment* or *unsafe nursing practice* can result in the immediate dismissal of a student following a faculty committee hearing and without progressing through the steps of the disciplinary procedure.

**CLOVIS ADULT EDUCATION  
VOCATIONAL NURSING PROGRAM  
CREDIT GRANTING POLICY**

**Requirements for Transfer Credit:**

To qualify for transfer credit toward the requirements of the Clovis Adult Vocational Nursing program, the candidate must fulfill the following requirements:

1. Be accepted into the VN program.
2. Have on file in the Director's office an official transcript from an accredited institution where credit was earned prior to acceptance into the VN program.
3. Courses must have been successfully completed within five (5) years of the time of entrance into the VN program to qualify for transfer credit.
4. If there is a question as to whether the transfer course meets course objectives, additional information may be requested.

**Courses that Qualify for Credit:**

Transfer credit shall be given for related previous education completed within the last five years. This includes the following courses

1. Accredited vocational or practical nursing courses.
2. Accredited registered nursing courses.
3. Armed services nursing courses.
4. Nurse assistant courses
5. Other courses the school determines are equivalent to courses in the program

Competency-based credit shall be granted for knowledge and/or skills acquired through experience.

I elect:

- to take credit  
 not to take credit

for \_\_\_\_\_ on \_\_\_\_\_  
Course Date

I understand this decision is irrevocable.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**SAMPLE OF RECORD OF INFRACTION  
CLOVIS ADULT EDUCATION  
RECORD OF INFRACTION**



Nursing and Allied Health Department

**RECORD OF INFRACTION**

Student Name: \_\_\_\_\_ Date: \_\_\_\_\_ Time: \_\_\_\_\_

Course: \_\_\_\_\_ Class: (ex:AD37) \_\_\_\_\_

**Infraction** (describe as observable behavior)

Absent from clinical on 9/9/05. Did not notify facility, school, or instructor prior to clinical absence. This is considered an unexcused absence. Needs to sign a behavioral contract

Instructor Signature \_\_\_\_\_ Date: \_\_\_\_\_

I have read and understood the reason for this documentation. \_\_\_\_\_

Student Signature \_\_\_\_\_ *(initial)* Date: \_\_\_\_\_

Noted by the Director of Nursing and Allied Health \_\_\_\_\_ Date: \_\_\_\_\_

This record has been read and reviewed by the Nursing Faculty and the Director of Nursing and Allied Health during a staff meeting on \_\_\_\_\_

**ACTION TAKEN:**

A behavioral contract signed by student. Next absence without notification of instructor will be evaluated by the Nurse Faculty Committee.

Revised 3/5/19

## PROCEDURE FOR CLINICAL EVALUATION

Each student will receive all clinical evaluation forms required for a particular clinical rotation.

Evaluations will be conducted according to the following procedures:

1. Grades for evaluations will be either "Pass" or "Fail".
2. Dates and times for each evaluation will be assigned.
3. The student who is unable to keep an appointment for evaluation because of illness or emergency is required to contact the instructor to make a future appointment.
4. It is essential that prior to the actual evaluation, the student has reviewed the procedure thoroughly and can perform all steps accurately.
5. Any student who is unsuccessful the first time a procedure is attempted will review the steps of the procedure with the instructor and be given a second appointment.
6. If unsuccessful for a second evaluation, the student will have the opportunity to petition the faculty committee to grant another appointment to repeat the evaluation one more time. This is decided on a case by case situation.
7. The student may ask questions or clarify any points prior to the evaluation, but no conversation is to take place during the actual evaluation procedure.
8. The psychosocial evaluation and daily behavioral objectives will carry the same weight as any other evaluation.
9. Documentation for grading performance of procedure will occur immediately following observation of student. This instant feedback will enable student to make corrections in a timely manner.



## FINANCIAL AID ELIGIBILITY

To be eligible for financial aid, students must be in an eligible program and must maintain satisfactory academic progress. Students must maintain at least a 78% in course work and attend 80% of the program. Certain programs may require higher standards for attendance. Any questions regarding Financial Aid distribution must be directed to the financial aid office.

If terminated from the financial aid program or not allowed to participate due to failure to demonstrate or maintain satisfactory progress, you may appeal this action in writing.

For students that are first time students and withdrew on or before the 60% point in time of the enrollment for which he/she was charged, then the statutory pro rata refund calculation will be required.

The statutory pro rata requires schools to refund school charges proportional to the portion of the enrollment period that remains rounded down to the nearest tenth.

If the students drop in the second or later enrollment period or withdrew after the 60% point of the initial enrollment period of the initial enrollment period then the Clovis Adult Education refund policy will be used.

**The Clovis Adult Education refund policy for tuition is as follows:** Based upon individual circumstances and the CAE Refund Policy.

A \$25.00 processing fee will be assessed. Additionally, if the expenses incurred for the enrollment period were greater than the balance of the student's award, a repayment may be required by the student.

**Repayment Policy/PELL:** Living expenses are pro-rated based on the weeks the student was enrolled. If calculations indicate that there was an overpayment in Pell funds, we will notify the student as to the amount that needs to be repaid.

**Distribution Policy/PELL:** Clovis Adult Education policy is to return the financial aid portion of the refund to the Federal Government

**Program Fees** All program fees for prerequisite and vocational nursing classes are due **prior** to the beginning of each class or segment.

Certificates of Completion, and/ or course credit **is not given** for classes in which fees have not been paid.

## **CLOVIS ADULT EDUCATION REFUND POLICY CAREER TECHNICAL EDUCATION**

It is the intent of CUSD Clovis Adult Education (CAE) to have a fair and equitable refund policy for the refund of registration fees in the event that the class and/or program is cancelled or the student does not plan to attend. Refunds, when due, are made within 45 days. The following procedures have been established as part of this policy:

**Refund for classes or programs cancelled by CAE:** If fees are collected in advance of the start date of the class and/or program, 100 percent of the fees collected will be refunded within 45 days of the planned start date of the class or program cancelled. No written notice by student is required

**Refund for student who withdraws before the first day of class:** If fees are collected in advance of the start date of the class and/or program, and the student withdraws prior to the first day of class, the student will receive a full refund less a processing fee of \$25.00 per class. The Refund form is generated by the department staff which includes verification of payment.

**Refund for student enrolled prior to visiting the institution:** Students who have not visited the Clovis Adult Education campus prior to enrollment will have the opportunity to withdraw, without penalty, within three days following attendance at the regularly scheduled orientation or following a tour of the facility and inspection of equipment.

**Refund for student who withdraws after class commences:** If fees have been collected, and the student withdraws on or before the second day of class, the student will receive a full refund, less a processing fee of \$25 per class.

**Refund for student whose circumstances fall outside of the above information:** If the student feels that they should receive a refund, although their circumstances fall outside of the refund requirements, the student must submit a signed appeal letter to the CAE Principal. The student will receive a determination notice from the CAE Principal within fourteen days of receipt of the appeal letter.

## **CRIME AWARENESS AND CAMPUS SECURITY**

- A. Any student who becomes aware of criminal activity or an emergency occurring on the Adult Education campus or in any other facility when in use by Adult Education Programs is to immediately report this to the on-site administrator or staff member. Depending on the nature and severity of the occurrence, the administrator will notify either the Clovis Unified Police Services or the Clovis Police Department. The site administrator will file an incident report with the appropriate district administrative unit.
- B. All visitors and non-students are to report to the administrative offices for permission to be on campus. Our campus has signs clearly posted directing all visitors to the appropriate offices. We do not permit unauthorized visitations to classes.
- C. No loitering on campus or the parking lot per Penal Code 653.
- D. Clovis Unified Police Services employs officers for the purpose of maintaining security for all district campuses. These officers regularly patrol the campuses and are available on call when an incident arises. They exercise the same powers and authority as officers of the Clovis Police Department. An inter-agency agreement exists between the District Police Services and the Clovis Police Department.
- E. Campus security procedures are included in the student and staff handbook. All staff are in-serviced on security procedures yearly. The faculty is responsible for imparting this information to students.
- F. Evacuation drills will be scheduled during the school year. Students are to follow directions from faculty during these drills. Please locate the evacuation map that has been placed next to the door in each classroom.
- G. All faculty are in-serviced once per year regarding crime prevention awareness. It is the responsibility of the faculty to inform students of this information. Crime prevention issues are also regularly addressed in the school newsletter.
- H. If there is a restraining order in effect, please inform the Director of Nursing.
- I. Clovis Adult Education premises are monitored by security cameras.
- J. The Clovis Adult Education campus, as well as, all district school facilities, are "Drug Free Zones," and are clearly posted as such. The possession, use or sale of alcoholic beverages and drugs is prohibited at all time. All federal, state and local laws, and district rules and regulations are strictly enforced.

### **Clovis Adult Education is a:**

- 1. Drug free campus
- 2. Tobacco free campus
- 3. Weapon free campus
- 4. Gun free campus

**Zero tolerance policies are enforced!**

## **BOARD OF VOCATIONAL NURSE and PSYCHIATRIC TECHNICIANS SCREENING PROCESS FOR PAST ARREST AND CONVICTION RECORD**

The State Board of Vocational Nurse and Psychiatric Technicians have developed a screening process for students past arrest and conviction record. They are primarily concerned with offenses which have occurred within the past five years and are substantially related to the practice of the profession. These include, but are not limited to:

1. Numerous convictions of drunk driving or being under the influence of alcohol in public (only when there appears to be several convictions within the last 5 years and a pattern of alcoholism is evident)
2. Drug abuse (use of narcotics, excluding one-time marijuana conviction)
3. Conviction of physical violence
  - A. Assault with a deadly weapon
  - B. Assault with intent to kill
  - C. Rape and other sexual offenses
  - D. Kidnapping
  - E. Child abuse
4. Arson
5. Numerous convictions of burglary or petty theft

All applicants are required to complete the Live Scan for fingerprinting. All requests from this Board for background checks of applicants must be submitted to the Department of Justice and the Federal Bureau of Investigation on a Live Scan. Previously processed fingerprint cards, Xerox copies, or photocopies of fingerprint impressions are not acceptable.

A license will not be issued until the Board receives the background information from the Department of Justice. However, the Board will not delay licensure while awaiting the FBI reports. If a conviction is subsequently reported by the FBI, the Board will take disciplinary action against the license if the conviction is substantially related to the practice of nursing.

Please contact the State Board of Vocational Nurse and Psychiatric Technician at (916) 263-7866 if further clarification is needed.

**CLOVIS ADULT EDUCATION  
VOCATIONAL NURSE PROGRAM**

**RELEASE OF INFORMATION**

I, \_\_\_\_\_ HEREBY GIVE CLOVIS ADULT  
(STUDENT'S NAME)

EDUCATION, VOCATIONAL NURSE PROGRAM, PERMISSION TO NOTIFY

---

(CONTACT NAME and TELEPHONE)

OF MY ATTENDANCE AND GRADES, AS THEY FEEL NECESSARY. THIS  
INCLUDES, BUT IS NOT LIMITED TO, FAILURE NOTICES.

PRINT NAME: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

## **WORKERS COMPENSATION DISABILITY BENEFITS**

I understand that if I am receiving Workers Compensation or Disability Benefits of any kind, I am obligated to report the particulars in writing to the Nurse Education office. I am aware that I will not be eligible to attend clinical classes during the time I am receiving said benefit.

It has been explained to me that the Clovis faculty will make every effort to assist me to make up missed coursework or to transfer to another program in the event of a long convalescence.

**PRINT NAME:** \_\_\_\_\_

**STUDENT SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

## **CLOVIS ADULT EDUCATION STUDENT CONDUCT AND COURTESY GUIDELINES**

Welcome to Clovis Adult Education. We are here to help you reach your goals. Following are some guidelines to ensure that all students' obtain the maximum benefits possible while attending Clovis Adult Education.

### **Office telephone number and address:**

Director of Nursing Office telephone number is (559) 327-2841. Mailing address is Clovis Adult Education, Nurse Education Department, 1452 David E. Cook Way, Clovis, CA 93611.

### **Parking:**

Parking is permitted in the Clovis Adult parking lot directly north and west of the portables. Please be sure to park in the designated areas only. Improperly parked automobiles may be ticketed. Please do not park in the residential area across Sunnyside. If the lot is full, please park along David E. Cook Way.

### **Smoking:**

There is no smoking allowed on our campus, in our restrooms or in our parking lots. Smoking is allowed on the school side (east side) of Sunnyside on our sidewalk, south of the CAE sign. Do not crush cigarettes on the sidewalks. Please be a thoughtful smoker and keep the area clean.

### **Children Attending Classes:**

Students need to develop school-to-work transition skills. Childcare must be arranged; therefore **students may not bring their children to class** with them.

### **Eating:**

There is no eating allowed in the classrooms. Please throw all garbage in the large trash cans on campus. Classroom trash containers should not be used for this purpose. Our student lounge is located in Room A-9. Beverage and food machines are available.

### **Dress Code:**

The Clovis Adult Education dress code policy has been established to ensure the student's awareness of proper dress suitable for the workplace. Employers expect their employees to dress in a neat, clean, well groomed, professional manner. This means no tank tops, athletic-wear, see through clothes, bare midriffs, halter tops, short shorts, gang attire or inappropriate writing on clothes.

### **General Department:**

All students are expected to conduct themselves in an adult manner. Teachers and staff have the authority to dismiss students. Any fighting or drug related incidents will result in dismissal and possible arrest.

*Student Conduct and Courtesy Guidelines continued*

**Restrooms**

Restrooms are located at various points on campus, Rooms E-5 and C-2. Students need to respect others and practice good citizenship by keeping our facilities clean and free of graffiti. Restrooms, classrooms, and the campus can be kept clean by throwing waste in proper receptacles.

**Bookstore**

The bookstore is located in the main Administration building. Hours vary and are posted in the Nursing Office and at the bookstore. Please be advised all sales are final.

**Nursing Office Hours**

Office hours for students are between 8:00 a.m. and 4:30 p.m., unless the student has an emergency or is asked to see the Director of Nursing.

**Copies**

We do not copy paperwork for students in the Nursing Office. A student copier is provided in the Student Lounge in Room A-9 .

We appreciate your help and support in these matters.

## **CLINICAL ADMITTANCE STUDENT FOLDER REQUIREMENTS**

The following items are required to complete your file within 2 weeks of the beginning of VN1 Nurse Fundamentals:

1. Contractual Agreement
2. Release of Information
3. Current CPR for Healthcare Providers
4. Current immunization records:
  - a. Positive Varicella Titer or documentation of 2 Varicella immunizations
  - b. Positive Rubella Titer or one dose
  - c. Positive Rubeola Titer or 2 doses
  - d. Positive Mumps Titer or one dose
  - e. Positive Hepatitis B Titer or series of three injections
    - #1
    - #2 one month later
    - #3 five to six months later
  - f. TB skin tests are no longer accepted. Students are required to take the QuantiFERON Gold Blood Test.
  - g. Flu injection required: exception, religious, or health reasons. Must have required documentation and are mandated to wear a mask during flu season.
  - h. Required Dtap injection as an adult.

### **CLINICIANS DO NOT GIVE RUBEOLA BY ITSELF, YOU NEED TO OBTAIN TWO MMR'S**

5. Photograph with name on backside.
6. Documentation of age (i.e., copy of your driver's license or your birth certificate)
7. Two letters of recommendation (similar to letters of recommendation for an employer; speaks to your character)
8. Diploma or High School Equivalency Transcripts (must indicate graduation date)

**NOTE:** It is a requirement of the California Board of Vocational Nurse and Psychiatric Technicians that all person admitted to a Licensed Vocational Nurse Program must have completed 12 years of education.

*Student Folder Requirements continued*

Many other countries may stop high school education after 10 years of schooling, a graduate from another country must furnish the school with one of the following:

- A. Proof of having earned a Bachelor's degree from another or this country;
- B. Proof of having earned an Associate Degree from this country;
- C. Proof of successfully passing a High School Equivalency test at a 12<sup>th</sup> grade level from this country.

In addition, all **original** transcripts/diplomas from a foreign country must be translated and evaluated. An Application for International Credential Evaluation is available in the Nursing Office. Or you may contact them directly.

North American Education Group (NAEG)  
Email: info@naeg.org  
Telephone: 1-888-539-2804

**NOTE:** the above requirements related to past education and transcripts must be completed prior to entering the VN program.

- 9. Physical Examination (the Doctor must circle correct response and initial, documenting the applicant has/has not a health condition that would create a hazard to himself, fellow employees or patients.) The form is provided by the Nursing Office.
- 10. CNA certification.

**NOTE:** Please do not bring the above 10 items into the Nursing office one at a time. Rather, bring all items clipped together with your name printed clearly in upper right hand corner on the first day of class.

- 11. Background Check and Drug Screen Clearance

Students are required to clear a background check and drug screen prior to clinical placement. Results will be viewed by the health care facility representative and the Director of Nursing. Facilities may decline placement of a student based on a positive drug screen or background check. The inability to place a student at a clinical site may jeopardize the student's placement in the nursing program.

- 12. Effective September 2009 all students will be required to provide the clinical training facility sites permission to view the results of their background check and drug screen. Facilities may accept or decline the student based on these results.

## THEORY REMEDIATION POLICY

### Skills Laboratory Remediation

During the first skills laboratory, several opportunities for remediation are made available. After completion of remedial practice sessions, a final evaluation procedure is scheduled. At this point he/she must demonstrate competency in the skill being evaluated to receive a passing grade.

If the student fails to demonstrate skills competency, he/she is given the opportunity to practice instructor/peer teaching modules.

A student who cannot demonstrate skills competence receives a final failing grade.

A failing student must assume complete responsibility to reschedule at a later date, if and when there is a space available. Whenever possible, failing students are referred to counseling and/or to the faculty committee. The student may then be placed on probation, requested to withdraw from the course, or fail the course.

Students become eligible for theory remediation when grade is 79% or below.

The instructor and student will:

1. Identify unmet objectives
2. Document types of absences and reasons for them
3. Implement a plan to improve attendance
4. Remediation plan set-up

The policy shall include but not be limited to, criteria for attendance and the specific course objectives for which make-up is required. Acceptable methods for make-up include:

Theory: Case studies, independent study, written examination, attendance at seminars or workshops, auto-tutorial laboratory, and research reports.

In the event that the student does not carry out the remediation plan and/or continues to be unable to meet course objectives in theory, the student's progression in the Nursing Program will be reviewed by the faculty and Nursing Director. The student may then be placed on probation, requested to withdraw from the course, or fail the course.

## **CLINICAL REMEDIATION POLICY**

Students become eligible for clinical remediation when the student demonstrates inability to meet the clinical objectives.

The instructor and student will:

1. Identify unmet objectives
2. Document types of absence and reasons for them
3. Implement a plan to improve
4. Arrange for make-up time

Clinical Remediation: The policy shall include but not be limited to criteria for attendance and the specific course objectives for which make-up is required. Acceptable methods for make-up include:

Clinical: Performance evaluation in skills laboratory or additional time in the clinical area with clients/patients. VN 1 and or TLC's on campus.

In the event that the student does not carry out the remediation plan and/or continues to demonstrate any unsafe behavior in the clinical setting, the student's progression in the Nursing Program will be reviewed by the faculty and Nursing Director. The student may then be placed on probation, requested to withdraw from the course, or fail the course.

Please see the Remediation Form on the following page.



## Nursing and Allied Health Department

### REMEDIATION Form

Student: \_\_\_\_\_ Class (ex:ADN) \_\_\_\_\_ Date: \_\_\_\_\_

Course Title: \_\_\_\_\_ Segment: \_\_\_\_\_ Instructor: \_\_\_\_\_

**Check all that apply:**

- |                                   |                                     |                                      |
|-----------------------------------|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Academic | <input type="checkbox"/> Behavior   | <input type="checkbox"/> Follow-up   |
| <input type="checkbox"/> Clinical | <input type="checkbox"/> Attendance | <input type="checkbox"/> Other _____ |

**Problem** (Student is aware that he/she/ must have a 78% in this class to pass and move on to next section.) Current % \_\_\_\_\_

**Plan for improvement** (written by student and instructor if necessary)

Student perception of problem: \_\_\_\_\_

\_\_\_\_\_

Student Signature \_\_\_\_\_ Date: \_\_\_\_\_

Scheduled follow-up date: \_\_\_\_\_

When the above plan has been successfully carried out, the problem will be considered resolved. In the event the student does not carry out the plan or is unable to meet the objectives, the student will be required to meet with the Nursing Director and/or the Faculty Committee. The student may then be placed on probation, have to withdraw or fail the course. Any student who fails a course may not continue in the current VN Program.

**Outcome of Remediation**

*If additional remediation is required, please revise the plan on another remediation form.*

Faculty Signature \_\_\_\_\_ Date: \_\_\_\_\_

Revised 2/28/19

## INDICATORS OF UNSAFE CLINICAL PERFORMANCE

Because nursing students are legally responsible for their own committed or omitted acts and nursing instructors are responsible for their students in the clinical area, it is therefore necessary for the student and the nursing faculty to conscientiously identify any behavior that is unsafe.

### Unsafe clinical behavior is demonstrated when the student:

1. Violates or threatens the <b>physical</b> safety of the patient	e.g. neglects use of side rails, restraints, inadequate supervision of patients at risk.
2. Violates or threatens the <b>psychological</b> safety of the patient	e.g. uses clichés repeatedly. Speaks inappropriately in front of patient and significant others. Unable to communicate therapeutically.
3. Violates or threatens the <b>microbiological</b> safety of the patient	e.g. unrecognized violation of aseptic technique; comes sick to clinical. Failure to follow handwashing techniques.
4. Violates or threatens <b>chemical</b> safety of the patient	e.g. violates the “5 Rights in Administering Medications”; fails to monitor IV infusions safely. Gives medications without consideration of drug side effects and/or patient lab values. Fails to check patient’s armband.
5. Violates or threatens the <b>thermal</b> safety of the patient	e.g. burns patients with heating lamp; leaves unreliable patient alone while smoking.
6. Inadequately and/or inappropriately uses the nursing process	e.g. test assessment not completed before doing patient care. Nursing care plan not completed. Fails to observe and/or report critical assessment regarding patients. Makes repeated faulty nursing judgments. Fails to follow orders.
7. Violates previously learned principles in carrying out nursing care skills or therapeutic measures	e.g. 2 <sup>nd</sup> year students unable to give IM medications, unable to calculate IV drip rate and/or dosages. Skills not checked off in skills lab.
8. Assumes inappropriate independence/dependence in action or decisions	e.g. fails to seek help when situation is out of control or in an emergency. Unable to make independent decisions or makes inappropriate decisions. Unable to provide safe nursing care.

Unsafe clinical performance will result in initiation of a mastery agreement, problem-solving record, or probation depending on the severity of behavior.

## Nursing Staff Contact Information

### Nursing Department Information

If you have any questions or concerns regarding the Nursing Program please contact the Nursing Office at 559-327-2860.

Gwen Ross, RN, BS  
Chunhee McMahan  
Pat Brown  
Melissa Dixon

Director of Nursing	<a href="mailto:gwenross@cusd.com">gwenross@cusd.com</a>
Tchr Special assg	<a href="mailto:chunheemcmahaon@cusd.com">chunheemcmahaon@cusd.com</a>
School Secretary 1	<a href="mailto:patbrown@cusd.com">patbrown@cusd.com</a>
Administrative Secretary	<a href="mailto:melissadixon@cusd.com">melissadixon@cusd.com</a>

### Nursing Teacher Emails

You may contact these staff members at their school email address regarding any concerns you may have.

[elainesims@cusd.com](mailto:elainesims@cusd.com)  
[debrajury@cusd.com](mailto:debrajury@cusd.com)  
[gurmeetchauhan@cusd.com](mailto:gurmeetchauhan@cusd.com)  
[kathymiller@cusd.com](mailto:kathymiller@cusd.com)  
[georgedunicliff@cusd.com](mailto:georgedunicliff@cusd.com)  
[margaretlott@cusd.com](mailto:margaretlott@cusd.com)

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# CLOVIS ADULT EDUCATION UNIFORM COMPLAINT PROCEDURES

## INFORMAL COMPLAINT PROCEDURES

**If you should have a concern or complaint about a CAE employee/policy/procedure/ or student, we need to know about it! We recommend that you take the following steps:**

1. If possible, try to discuss and settle your concerns with the individual. If your unsettled concern is with another student, notify your teacher immediately.
2. Any unresolved concerns or complaints should be taken to the designated department personnel listed below. An appointment will be scheduled within 5 working days. These employees are trained to listen to your concerns and can help you get a response. If the designated employee is not available, report your concerns to the appropriate department office.

<b>Department</b>	<b>Name</b>	<b>Room</b>	<b>Phone</b>
Career Technical Educ.	Courtney McMahon	Admin.	327-2872
Academics Department	Barbara Hansen	Admin	327-2861
Nurse Education:	Gwen Ross	(A-8)	327-2841
CAE Office Manager:	Jaylene Phillips	Admin.	327-2871
Community Education:	Kelly Peterson	(G-1)	327-2858

3. If your concern should need further attention, the following school administrators will address your issue.

Ricky Tally	Job Placement	Admin.	327-2822
Barbara Hansen	Guidance Lrng. Dir.	Admin.	327-2861
Courtney McMahon	Learning Director	Admin.	327-2872

4. The site lead administrator will also be notified of your concerns.

Ed Schmalzel	Clovis Adult Principal	Admin.	327-2870
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5. District complaint review will rest in Education Services Area Administrator:

Steve France	Education Services	District	327-9380
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Clovis Adult Education is accredited by the following bodies, the Accrediting Commission for Schools, Western Association of Schools and Colleges (ACS WASC) and the Council on Occupational Education (COE). Should you have concerns or complaints regarding the school as a whole, direct them to: ACS WASC, 533 Airport Blvd., Ste. 200, Burlingame, CA 94010, Phone: 650-696-1060 / FAX: 650-696-1867, [mail@acswasc.org](mailto:mail@acswasc.org). Should you have concerns or complaints regarding CTE Programs, direct them to: Council on Occupational Education, 7840 Roswell Road, Building 300, Suite 325, Atlanta, GA 30350, Phone: 770-396-3898 / FAX: 770-396-3790, [www.council.org](http://www.council.org). Should you have concerns or complaints regarding Vocational Nurse Program, direct them to: Board of Vocational Nursing and Psychiatric Technicians, 2535 Capital Oaks Drive, Suite 205, Sacramento, CA 95833-2945, (916) 263-7800

## FORMAL COMPLAINT PROCEDURES

**Individuals wishing to file a formal written complaint may pick up a form in any of the CAE department offices, or from the district website, [www.cusd.com](http://www.cusd.com). Any of the persons listed on this page can help you complete the complaint form. When filing a formal complaint, please follow these guidelines.**

1. A complaint is a written statement alleging discrimination, or a violation of Federal or State law within the programs listed in the CUSD Complaint Procedures pamphlet.
2. Submit your form in a timely manner. All deadlines and procedures are posted on the district website under Administrative Regulation No 9207
3. Include important information such as: who, what, where, when, how, and why. Also list any witnesses involved.