

Bakersfield College 2018 – 2019 Program Review – Annual Update

Program Name: Bakersfield College Paramedic Program (Instructional Program)

Bakersfield College Mission: Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world.

Describe how the program supports the Bakersfield College Mission:

The Paramedic Program meets the Bakersfield College's mission by providing an educational opportunity allowing students to obtain both a Certificate of Achievement and Associate of Science degree in the field of paramedicine. Locally, there is a high demand to fill paramedic job openings and the Bakersfield College Paramedic Program is the only paramedic program offering this field of study within Kern County. The paramedic program hones the students' communication skills and their ability to critically think through many situations using lecture, exams, and realistic simulation manikins in a variety of scenarios. The program is a tiered system of didactic lecture and skills, progressing to the hospital training phase, and finally field training in an ambulance. After successful program completion, in order to obtain their paramedic license, students test at the National level with the National Registry of Emergency Medical Technicians (NREMT). **The Bakersfield College paramedic students have consistently demonstrated competencies in knowledge and skills with a six year average (2012 – 2017) first time NREMT pass rate of 92.67% with the NREMT. The six year State of California six year paramedic first time pass rate was 79.5% and the National paramedic pass rate was 72.83%.**

Bakersfield College Paramedic Program Mission:

The primary mission of the Bakersfield College Paramedic Program is to provide a strong educational foundation so our future paramedics may improve the health and welfare of Kern County with the highest quality prehospital emergency medical care.

Instructional Programs only:

A. List the degrees and Certificates of Achievement the program offers.

**A.S. in paramedicine
Certificate of Achievement**

B. If your program offers both an A.A. and an A.S. degree in the same subject, please explain the rationale for offering both.

N/A

C. If your program offers a local degree in addition to the ADT degree, please explain the rationale for offering both.

N/A

Program Goals (Last Year's Progress):

A. List the program's current goals. For each goal (minimum of two goals), discuss progress and changes. If the program is addressing more than two (2) goals, please duplicate this section. Please provide an action plan for each goal that give the steps to completing the goal and timeline.

1. Past (2017-2018) Program Goal (Ongoing Annually) – NREMT first time pass rates:

Provide students the education necessary to pass the National Registry exam with first time pass rates equal to or higher than the National average pass rates.

From September 7, 2017 to September 8, 2018 the BC paramedic program's (Class 26), first time National Registry pass rate was **85%**. The National Average first time pass rate for the NREMT exam during the same time frame was **76%**.

Action Plan: Continue to monitor this as an annual goal.

List the Institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal:
(1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement)

1. Student Learning
2. Student Progression and Completion

Progress on current goal achievement:

We just started our newest class of paramedic students (Class #28). We won't have statistics on this class for another 1.5 to 2 years. However, this is an ongoing goal for every class, therefore, we will continue to monitor annually.

Status Update – Action Plan and any link to Resource Requests:

Status: Ongoing annually. **2017-18 Goal Update:** This goal was met.

Action Plan: We hired a new paramedic instructor to assist with teaching. Both I and the new instructor teach different portions of the paramedic program and we both have very different teaching styles. The other instructor believes in online/computer based open book quizzes and exams to reduce student anxiety. My style has always been more intense. Each paramedic class takes 1.5 to 2 years to complete training, therefore, we will continue to work together as a team and monitor the NREMT pass rates. We will make adjustments should they be necessary. However, up to 2017, our six year average (2012 – 2017) first time pass rate has been 92.66% and the National average during that same time period was 72.83%. From September 7, 2017 to September 8, 2018 the BC paramedic program's Class 26 first time National Registry pass rate was **85%**. The National Average during the same time frame was **76%**.

Action Plan: Continue to monitor NREMT first time pass rates as an ongoing annual goal.

Link to NREMT's Paramedic Rates:

https://emsa.ca.gov/wpcontent/uploads/sites/71/2018/03/2017_NREMT_ParamedicPassRates_021618.pdf

Link to NREMT's Annual Report (This report shows National first time pass rates):

<https://www.nremt.org/rwd/public/document/annual-reports>

2. Past (2017- 2018) Program Goal - Equipment Request:

Purchase an updated Sim-Man, programed to run both basic life support and advanced life support level prehospital calls.

List the Institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal:
(1. Student Learning, 2. Student Progression and Completion, 3. Facilities & Technology, 4. Leadership and Engagement)

1. Student Learning, 2. Student Progression and Completion, 3. Technology

Progress on goal achievement:

This goal was not met. We have been through major changes in Deans and Directors this past year. Our last program director, Tim Capehart, has left Bakersfield College. Upon his departure, it left most everyone in our department unfamiliar with the equipment request processes. Therefore, that may have had something to do with a lack of supplies and equipment purchased for the EMS division last year. Recently, leadership has started to stabilize, and the hope is that some of our program's needs will likely be met this upcoming year.

Status Update – Action Plan and any link to Resource Requests:

Status: Ongoing. Both the EMT and paramedic students utilize the simulator manikins frequently. Replacement is vital to student success because the National Registry changed how they test students. They now perform out of hospital scenarios. These scenarios closely mimic a real life call. In order to keep up with the changing NREMT testing requirements, it is important for our program to keep up so we can continue showing high student success outcomes.

Action Plan: Both of our Sim-Man manikins are old, have broken parts and are out of warranty. This is an issue because important aspects of the manikin no longer work (pupils, lung sounds, etc.). Therefore, this year, we will again be requesting the same equipment asked for in last year's annual program review.

3. Past (2017- 2018) Program Goal – Make curriculum changes to meet students' and program's future needs:

Update curriculum due to a change in textbooks, and add a paramedic prep course in an attempt to decrease program attrition rates.

List the Institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal:
(1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement)

1. Student Learning, 2. Student Progression and Completion, 4. Leadership and Engagement

Progress on current goal achievement:

Goal met. Curricular changes will officially take place summer 2019.

Status Update – Action Plan and any link to Resource Requests:

Status: Goal met.

Action Plan: Continue to make changes to curriculum as needed to meet program demands, National curricular changes, and to help improve student success.

4. Past (2017- 2018) Program Goal – Meet with Kern County EMS officials.

In order to learn more about "Community Paramedicine" and other EMS needs in our community, I began attending Kern County EMS meetings.

List the Institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal:
(1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement)

1. Student Learning, 2. Student Progression and Completion, 4. Leadership and Engagement

Progress on current goal achievement:

Goal met. By attending the EMS meetings, it will be easier to keep up with current events relating to our County's EMS and student needs.

Status Update – Action Plan and any link to Resource Requests:

Status: Goal met.

Action Plan: Continue to attend local Kern County EMS meetings.

B. List new or revised goals (if applicable)

1. 2018- 2019 Program Goal – Student NREMT pass rates:

Provide students the education necessary to pass the National Registry exam with first time pass rates equal to or higher than the National average pass rates.

List the Institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal:

(1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement)

1. Student Learning, 2. Student Progression and Completion

Progress on current goal achievement:

Statistics for the current class (Class 28) won't be available until January 2020. Next year at this time, we will evaluate the pass rates for Class 27 students.

Status Update – Action Plan and any link to Resource Requests:

Status: In Progress

Action Plan Continue to monitor NREMT first time pass rates. Last year we noticed a drop in first time pass rate averages from 94.6% down to 92.6%. The other instructor agreed to rearrange which topics she started the semester teaching. We are hopeful this slight change will benefit the students and help increase NREMT first time pass rates. We will continue to work closely with one another and make changes as needed.

2. 2018- 2019 Program Goal – Request a new and updated SimMan 3G simulator manikin and a Simulator ambulance:

Ask for funding to purchase new and updated equipment such as an ambulance simulator and an updated Sim-Man (programmed to run both basic life support and advanced life support level prehospital calls) to go into the ambulance simulator.

List the Institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal:

(1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement)

1. Student Learning, 2. Student Progression and Completion

Progress on current goal achievement:

In progress

Status Update – Action Plan and any link to Resource Requests:

Status: This goal was from last year and it was not met, primarily because I didn't know how this process worked. I'm hoping, for my students' sake, to have more experience and better luck this year.

Action Plan Continue to try to find and secure funding for much needed expensive EMS equipment. This goal needs to be met in order to stay relevant with paramedic student learning and testing.

3. 2018- 2019 Program Goal – Continue to maintain our paramedic program Title 22 and CAAHEP accreditation requirements, as the newly appointed paramedic program director.

As the newly appointed paramedic program director of the Bakersfield College Paramedic Program, I will need to maintain all accreditation requirements set forth by California's Title 22, the **Commission on Accreditation of Allied Health Education Programs (CAAHEP)**, and the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions. (**CoAEMSP**).

List the Institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal:

(1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement)

1. Student Learning, 2. Student Progression and Completion, 4. Leadership and Engagement

Progress on current goal achievement:

In progress

Status Update – Action Plan and any link to Resource Requests:

Status: Currently in progress.

Action Plan Myron Smith has stepped down as our paramedic program director. I met the Title 22 requirements and have been appointed as the new paramedic program director for the Bakersfield College Paramedic Program. My goal is to meet with Myron Smith for mentoring in order to learn what needs to be done to continue meeting the paramedic program's accreditation requirements.

Program Analysis:

Take a look at your trend data (all programs should have some form of data that is used to look at changes over time). All programs will answer the following questions unless otherwise indicated.

1. Please report on any unexpected changes or challenges that your program encountered this cycle:

- Our paramedic program has expanded to include a second paramedic class managed by Hall Ambulance, under the direction of myself as paramedic program director.
- As stated in the new goals above, we have had major changes in the employees in our department:
 - We changed paramedic program directors. Please note, per Title 22, accredited paramedic programs must have qualified paramedics filling the positions of paramedic lead instructor and paramedic program director. This position was vacated by Myron Smith this past review cycle.
 - We have a new Public Safety Training Department Director
 - We have a new lead skills instructor in charge of our weekly skills lab training.

2. How does your trend data (or other data your area collects) impact your decision making process for your program?

- I would like to see more students completing their general education courses in order to earn their A.S. degree in paramedicine. Every class, I talk to students about the importance of the paramedic pathway to A.S. degree completion.

3. Evidence of Department Dialog of data

- We have monthly Public Safety Training Department meetings and keep agendas and meeting minutes for each meeting.
- All of the employees in our department are members of the Pathways committee and meet again monthly.
- All our employees participate in "Career Days." type events.
- All of our employees have gone to the majority of the local high schools to educate high school students about the Public Safety Programs available to them at Bakersfield College.

4. Were there any changes to student demographics (age, gender, or ethnicity) for the past cycle?

- No significant changes noted.

5. Were there any changes to student success and retention rates for face-to-face and online courses (instructional only)?

- There was a slight drop in first time pass rates for last year only. However, the rates still remained well above the National average.
- Even with a slight decrease last year, our six year average has remained relatively unchanged.

6. Equity gaps

Please look for large differences or gaps between top performing groups and others. Consider how you could identify the reasons behind these gaps, and if there are changes that could be made to reduce them. For in-depth review of equity issues, and on changes that are being made campus-wide, please refer to the current Bakersfield College Student Equity Plan.

- Our program is not unlike many other programs with regards to equity gaps. The majority of our students are Hispanic/Latino males followed closely by White males. The rest of the groups are underrepresented. We will continue to host career day events for the local high school students.
- Our Public Safety Training Program Director, Tommy Tunson, has offered to help us recruit African American students.

7. Please describe any recent achievements of your department (examples: faculty who have won awards or distinctions, new projects your department has implemented, professional development work, professional conference presentations or recently published work).

- All of the EMT's and paramedics in our department are required to take "Continuing Education" (CE) classes to maintain licensure. EMT's must have 24 hours and paramedics must have 48 or more hours of CE classes every two years.
- All of us are on more than one committee and between five of us, our department is involved in some of the more major committees (FCDC, Curriculum, Program Review, Assessment, Career and Technical Education, and Guided Pathways)..
- Attending Flex-time classes.

8. The college has embarked on significant efforts such as Guided Pathways, affinity groups and completion coaching communities to improve the success and completion rates of our students. Please describe what you program/department/office is doing to contribute to these efforts.

- Every employee in our department is participating in the Public Safety Training Pathway committee.
- Several times a semester we remind the students of the importance of 15 units per semester to "finish on time."
- I completed a Guided Pathway handout for paramedic students showing them what classes they need to take to receive their A.S. degree in paramedicine.

9. Explain your role if you are involved in Dual Enrollment, Inmate Education, or Rural Initiatives.

N/A

Analysis of Received Resources from Previous Cycle:

Discuss the type of resources you received and the impact it had on your program's effectiveness.

Facilities:

N/A – I did not request nor receive anything in this category.

If your program received a building remodel or renovation, additional furniture or beyond routine maintenance, please explain how this request or requests impacts your program and helps contribute to student success.

1. Space Allocation:
2. Renovation:
3. Furniture:
4. Other:
5. Beyond Routine Maintenance:

Technology:

If your program received technology (audio/visual- projectors, TV's, document cameras, computers) how does the technology impact your program and help contribute to student success?

1. Replacement Technology: N/A
2. New Technology: We requested two simple to use iPads on tripods to use for video recording students during their skills lab finals. Our last program director, Tim Capehart, opted instead to purchase a video system which has turned out to be unreliable. This has in no way been a detriment to student success. However, its unpredictable reliability has made it inefficient for utilization during testing.
3. Software: N/A
4. Other: N/A

Other Equipment:

If your program received equipment that is not considered audio visual or computer related equipment or technology, please explain how these resources impact your program and help to contribute to student success.

Conclusion:

Present any conclusions and findings about the program. This is an opportunity to provide a brief abstract or synopsis of your program's current circumstances and needs. Consider this a snapshot of your program if someone were to only read this portion of your annual program review.

There is currently a very large shortage of paramedics across the country. So much so, that I have been contacted by phone by ambulance and fire services from several states asking to come in to talk to our students about working for their organizations after paramedic school completion. Our program has been very successful over the past 15 years. Over the past six years, our students have proven excellent first time pass rates with the National Registry of EMT's (Our first time pass rate average over the past six years, has been 92.7%, which is much higher than National average of 72.8%). In order to keep up with the demand for working paramedics, without compromising the quality of the program, we will need to focus on the following:

- 1.) Classroom space expansion to accommodate an ambulance simulator.
- 2.) Monitor the new curriculum changes made last year to the paramedic program's courses. These changes included adding a paramedic prep course and changing some of the SLO's.
- 3.) Equipment needs: 1.) Classroom simulator ambulance 2.) Simulator 3G SimMan manikin (with the proper software to run real time prehospital scenarios).
- 4.) iPads for recording skills lab exams 5.) Replacing damaged and or out dated equipment.

