Increasing Student Retention: "Fulfilling Every Dream"

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Objectives

At the end of this presentation, the participant will be able to:

Objectives:

- Discuss concerns/root cause analyses (review of the literature) nationally with student retention issues.

- Identify "at-risk" behaviors for student retention globally during first semester.

- Identify strategies for student retention in the first year of nursing program to create successful opportunities.

What does professionalism in Nursing mean to you?

Join by Web

1. Go to **PollEv.com**
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What does the term "Professional Role" mean to you?

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Norms- Ground Rules for Improving Retention of Students

Review

Revise

Reaffirm

Let's Talk about the Student Voice:

Here's what they are telling us today

What makes you most nervous about nursing school?

Student Retention Factors

At risk signs and symptoms

- Anxiety

- COVID response with learners*

- Fear of failure

- Retaining information and learning

- Test taking difficulty

- Time Constraints

- Grading

- Role Strain

- Internal/External Factors

- Lack of Support Systems

- Financial issues

What's in Your ATI Toolkit Student Webinar, September 2022

According to Iheduru-Anderson & Foley (2022) "Prelicensure nursing education is one of the most stressful programs in higher education."

The Scope and Practice for Academic Nurse Educators

Competency V: Function as a Change Agent and Leader

- Nurse educators function as change agents and leaders to create a preferred future for nursing education and nursing practice. To function effectively as a change agent and leader, the nurse educator:
  - Models cultural sensitivity when advocating for change
  - Promotes innovative practices in educational environments
  - Develops leadership skills to shape and implement change

(National League for Nursing, 2005, 2015, 2019)

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Let's Discuss: What would you do?

- Student is first semester Fundamentals class.
- Married and experiencing potential divorce (with two children)
- Financial concerns with school and work-life balance
- Failing at half-way point with 2 exams to go. (80% of course grade)
- Failing pathophysiology course at half-way point of semester.

- Your task for group discussion:

1. Identify two strategies for implementation for this student. Include resources and specifics to help guide the student at the mid-year.

Student Retention – A Holistic Approach

- "Nursing student retention and success is multidimensional necessitating a holistic approach…"

- "Coordinated, collaborative, and well-planned strategies have a potential to make a greater impact on student retention"

  - (Jeffreys, M. 2022).

Strategies for Retention 2023 and beyond……….

How you can assist students to fulfil their dream

- Provide Initial & Ongoing Student Orientation
  - Explain student expectations early and follow up regularly in the first term
- Establish Mentors
  - Identify a faculty or team member to manage at-risk students
  - Pair students with a peer mentor (first term student with a senior level student)
  - Pair novice educator with senior educator
  - Develop teams or committees to discuss instructional design or provide assistance

Strategies for Retention 2023 and beyond……….
How you can assist students to fulfil their dream

- Update Curriculum
  - Review & revise curriculum to align with the most current NCSBN Test Plan
- Use Engaging Teaching Methods
  - Encourage student engagement
  - Active learning strategies
  - Use computer technologies to connect classroom and clinical content

Strategies for Retention 2023 and beyond……….

How you can assist students to fulfil their dream

- **Encourage Faculty – Student Interaction**
  - ❋ Active interaction between instructor and students
    - ⑩ Rated as one of the most influential factors in student retention
    - ⑩ Office Hours or email check in
- **Identify and Individualize Plans for At-Risk Students**
  - – Identification at the earliest opportunity
    - ⑩ Individualized plan of success
- **Share Resources**
  - ⑩ Intervene with a success plan for at-risk students to ensure program completion
  - ⑩ Suggest Institutional Resources – ensure faculty & students are aware

Questions?

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