



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2024.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

PROGRAM INFORMATION

County: County of Henrico
Program Title: Nurse Aide Students Excel with Assistance of Practical Nursing Students
Program Category: Health & Human Services

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Monica Smith-Callahan
Title: Deputy County Manager for Community Affairs
Signature: *MS Callahan*

Program Overview

Students enrolled in Henrico County Public Schools practical nursing program assisted nurse aide students in the lab with skills. The nurse aide students accomplished an 80% certification pass rate.

Problem/Challenge/Situation Faced by Locality

During the 2022-23 school year, HCPS nurse aide program was expanded to satisfy a need in the community. During the early part of the school year, students and administrators dealt with the challenge of losing not one, but two of nurse aide instructors. Students who had been excited and eager to start the program became discouraged by the turn of events. The program had to adjust to the instructional challenges presented by the departure of both instructors. The departures required a new and creative direction to meet the needs of the students. Keeping students engaged and excited about learning their skills as nurse aide students was a big part of the challenge.

How Program Fulfilled Awards Criteria

This was an innovative solution to a challenging situation. By bringing the practical nursing program in to partner with the nurse aide program, the nurse aide students continued to learn from skilled, experienced individuals. The practical nursing students had been in their shoes, understood the job and were able to instruct them when the program had lost two instructors during a challenging year. By having the students from the practical nursing program — already certified as nurse aides — lend their support and encouragement to nurse aide students, the nurse aide students were able to excel and learn from those who were already working in the field. This effort by HCPS' health and medical program enabled the program to place excellent nurse aide students in the field after passing their certification tests. The nurse aide students were

offered jobs at long-term care facilities dependent upon passing their certification tests.. Their scores demonstrated that the nurse aide students learned their skills. They were able to enter the workforce as nurse aides in a vital career.

How Program Was Carried Out

When losing nurse aid instructors, it would appear that the only thing to do would be to hire new teachers. This was not an easy task. Finding and hiring nurse aide instructors was difficult due to constraints and guidelines set by the Virginia Department of Education and Virginia Board of Nursing. The program continued to rely on a part-time nurse instructor who had worked in the program for many years. Program administrators needed to think outside of the box to meet the needs of students while continuing to comply with policies and procedures. The decision was made to enlarge the roles of our practical nursing students. These students — already certified as nurse aides and already work in the field — would assist our nurse aide students with their skills. There would be no one better to demonstrate proper skills in the lab than a certified nurse aide who works daily in the field. Skilled, trained and close at hand, the practical nursing students helped the nurse aide students. The practical nursing students had learned through instruction how to be leaders and grew by assisting our nurse aide students. Nurse aide students learned by being paired with and mentored by practical nursing students. They collaborated and gained valuable knowledge. Many nurse aide students went on to enroll in the practical nursing program. The school division also had a great working relationship with Lakewood Long-Term Living care facility; as students worked on their skills and learned in the clinical setting at Lakewood, they maintained their skills. Many were hired as certified nurse aides at Lakewood once they passed their certification testing.

Financing and Staffing

As a public education program, the nurse aide program is an affordable option for students. The program helps ensure that students have affordable opportunities and meet all requirements as outlined by the curriculum of the Virginia State Board of Nursing. Each student in the nurse aide program must meet the same guidelines to complete the program and each student is taught skills in the skills lab and given many opportunities to perfect them. They also work in a long-term care facility to practice and perfect their skills with clients, learning the value of caring for clients and developing relationships in a work-based environment.

Program Results

Even though they faced many challenges throughout the 2022-23 school year, HCPS nurse aide students' scores demonstrate that they had learned proper skills and improved test scores for the certification testing. Many students were hired as certified nurse aides at Lakewood Long-Term Living facility after receiving their certifications as a nurse aide.

Brief Summary

During the 2022-23 school year, HCPS nurse aide program was expanded to satisfy a need in the community. During the early part of the school year, students and administrators dealt with the challenge of losing two nurse aide instructors. Students who had been excited and eager to start the program became discouraged by the turn of events. The program had to adjust to the instructional challenges presented by the departure of both instructors. The departures required a new and creative direction to meet the needs of the students. Keeping students engaged and excited about learning their skills as nurse aide students was a big part of the challenge.

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Nurse Aide Students Excel with Assistance of Practical Nursing Students Supplemental Material

