



# **Verve College Strategic Plan (2024 – 2026)**

## Mission

Verve College, guided by its unique national and diverse heritage, provides the student body with educational opportunities that promote learning, ensure success and provide knowledge and skills that allows them to meet current and the future demands of educational needs in our changing nation. We exist to provide educational opportunities to those seeking to enhance the quality of their lives and that of others. We recognize that a quality education is essential in assisting the student develop a sense of worth, high ethical standards and a sense of self-actualization as they pursue their professional and educational goals.

## Vision

Verve College will be a leading provider of clinical education in the community and the region. It will be known for its responsiveness to today's needs for qualified professionals, the excellence of its programs of study, and the skill and ability of its graduates. The Verve College graduates will also express in their professional lives and their service to the community the core value of the school, and they will demonstrate high ethical standards and the sense of self-actualization as they pursue their professional and educational goals.

## Values

The School assists each student in their journey toward becoming a meaningful, participating member of society through its integration of core values throughout the fabric of the institution. The core values which guide Verve College in realizing its mission are:

### Integrity:

We uphold honesty, ethical behavior, trust and open communication as attributes of a value based institution. The institution's reputation, relationship with students and institutional stakeholders is contingent upon the demonstration of these characteristics. We believe that everyone in the Verve College community must possess these attributes in order to accomplish our goals and demonstrate professionalism in work and study. Administration, faculty and staff role model these behaviors which our students demonstrate both in the educational setting and in the community.

### Respect:

We respect the dignity and worth of each individual and foster a climate of acceptance, trust, support and collegiality. We are a welcoming community and our goal is to enrich and enhance the quality of life for each person who comes in contact with the School, its administration, personnel and students.

### Service:

We value collaborative partnerships with groups and organizations in the community with mission and values that mirror our own. These partnerships strengthen our bonds with the

community and allow both students and School personnel develop a spirit of humanitarianism, the ability to appreciate the culture of giving and the ability to enhance their own potential for growth.

**Knowledge:**

We acknowledge that the ability to teach and learn is a gift and responsibility that should be respected and nurtured. We support faculty who are dedicated to the mastery of their area of expertise and who engage students to be actively involved in the pursuit of knowledge. We honor, celebrate and reward high performance in both teachers and students who excel in this endeavor.

**Diversity:**

We celebrate the diversity of our school and neighboring communities as we seek to provide opportunities for all those we serve. We recognize that everyone brings some form of diversity to our community and we strive to welcome each one's differences as well as the common bond that unites us as the academic community.

**Excellence:**

We are dedicated to setting high standards with the right priorities for ourselves and our students through the "Verve College Community for Excellence". We infinitely endeavor for the institutional evolution through the assessment, strategic planning, curricula expansion and the outcome evaluation.

**Objective #1: Maintain Institutional Accreditation with COE and ABHES**

Verve College is a reputable and a legitimate nursing college in the state of Illinois and its management understands the importance of accreditation. Verve College understands that accreditation means that our institution provides a quality education, while giving students an opportunity to be successful and advance in their career. Therefore, Verve College's main priority is to remain in compliance with the COE commission by annually submitting the annual report, paying annual dues, and attending workshops as needed for reaffirmation of accreditation. Also, Verve College wants to maintain a first time NCLEX-PN pass rate above 91%, a completion rate above 76%, and a placement rate above 76% as well. In order to achieve this, Verve College faculty and management has to regularly review the curriculum along with the resources being provided to the students. Moreover, this means that some faculty members may have to attend some webinars or participate in training in order to achieve such a high NCLEX-PN pass rate. In general, Verve College closely monitors its NCLEX-PN pass rates and results are retrieved quarterly from IDFPR. Also, the progress is evaluated on a quarterly basis. Additionally, on a monthly basis, Verve College management will analyze reports regarding the completion and placement rate as well.

### **Strategies for Achieving and Evaluating this Objective**

Undoubtedly, to maintain institutional accreditation Verve College administration, faculty, and management will all have to maintain a consistent work ethic. Consequently, meetings will occur regularly and certain faculty along with staff members will be held accountable for completing certain tasks. Also, Verve College's management team will review reports highlighting retention, placement, and completion on a consistent basis throughout the year.

Furthermore, progress toward achieving this objective will be measured by Verve College's success in meeting deadlines established by the accreditor and meeting the benchmarks required for successful annual report completion.

### **Objective #2: Provide Student Support and Success, While Maintaining Academic Excellence**

Verve College wants to be an elite nursing college within the United States of America and therefore is eager to establish services that encourage student support and success. More specifically, Verve College will continue to put effort towards providing students with better equipment and facilities to use, which will provide the students a greater chance of being successful in the classroom. Furthermore, Verve College will implement more resources and tools to encourage student success. Moreover, the library will be enhanced and computers within the computer lab will be upgraded. Also, students will be provided more opportunities for tutoring. Additionally, students will be given awards for academic excellence, such as recognition with an honors society and student of the month awards.

### **Strategies for Achieving and Evaluating this Objective**

Everything Verve College implements, is for the betterment of the student, and it is important that Verve College remains adaptable and flexible in the coming years. Moreover, all the current procedures and policies in regards to student support must be evaluated annually and proper feedback from administration and faculty is necessary.

In order to evaluate progress toward achieving the objective, surveys will be given to students and faculty to help the Verve College management team better analyze if the institution is maintaining academic excellence. Lastly, Verve College administration and faculty will consistently review the student services plan and make updates accordingly.

### **Objective #3: Provide the Latest and Most Effective Resources for Students**

Already, Verve College provides its students with a plethora of resources, but Verve College never likes to settle and is always looking for ways to improve. Therefore, Verve College will look to expand its library, ATI, and Elsevier resources, while providing students more insight on local recreational, child care, and health services. Additionally, Verve College will attempt to provide students with more financial aid options and scholarships as well as food and family services, books and study materials. The aforementioned resources are critical, but Verve College would also like to implement more online resources that could benefit the student.

Ultimately, Verve College wants to see its students be successful, so it plans to make available more online resources such as online research databases, APA guideline tools, more comprehensive career advising, and academic counseling. Lastly, Verve College plans to share information regarding crisis centers/hotlines, fitness facilities, and health and wellness resources.

### **Strategies for Achieving and Evaluating this Objective**

In order to achieve such an objective, analysis on student performance needs to occur. Therefore, during faculty meetings, the quality and quantity of Verve College resources will be addressed along with student needs. Additionally, Verve College administration and management will continue to research new tools that could benefit its students, while implementing them accordingly.

Next, in order to evaluate progress toward achieving the objective, students and faculty may be surveyed and it is also important to ensure that administration and faculty are included on presentations regarding new resources. Lastly, students grades and the NCLE-PN passing rate will also be analyzed and evaluated accordingly.

### **Objective #4: Successfully implement Online Hybrid PN Classes**

Verve College wants to provide as many students with an opportunity to grow in the nursing field and achieve their academic goals. Therefore, classes will be offered with sufficient frequency and students will be afforded an opportunity to achieve some of their academic and career goals. Also, the hybrid classes will still consist of all the required resources and the quality of the program is not going to be compromised. Similar to the residential program, the blended (hybrid) program will consist of the same requirements and student evaluation strategies. Moreover, Verve College has been offering the PN course since 2007, while providing a quality program. Additionally, Verve College will make more of an effort to interact with students online and on social media to highlight the benefits of the PN program.

### **Strategies for Achieving and Evaluating this Objective**

Essentially, prospective students will be emailed about hybrid class opportunities at Verve College. More specifically, blogs and forums will be created, highlighting the benefits of hybrid PN classes. Additionally, feedback will be taken from students and faculty regarding the effectiveness of the online hybrid PN classes.

### **Objective #5: Retain and Graduate Competent and Skilled Nursing Students**

All in all, Verve College wants to grow, while creating a positive environment for its student body. More importantly, Verve College encourages people from diverse backgrounds to pursue their dreams and goals. Therefore, Verve College will continue to recruit highly qualified faculty, while providing its students with quality resources as well as an elite curriculum. Verve College administration plans to do its best to ensure clinical experiences are robust and more

than adequate for the student in terms of developing their clinical acumen, while providing resources that challenge the critical thinking of the students.

**Strategies for Achieving and Evaluating this Objective**

Verve College plans to research and implement practices that encourages the success of its students academically. More specifically, Verve College management will take feedback from its students and faculty in order to maintain the quality of its program, while looking for ways to improve the overall program. Also, as needed, Verve College will consider adding new resources that help in producing competent and skilled nursing students.

**Current and Projected Financial Resources that Provide a Basis for Initiatives Specified in the Strategic Plan**

Fortunately, Verve College has been financially stable over the last few years and is in a position to make appropriate upgrades or even hire and train new staff members to achieve specific objectives. Moreover, based on the financial savvy of the Verve College management team, Verve College has been able to achieve most of its goals and looks forward to greater success in the future. Understandably, Verve College enrollment is projected to remain stable or even increase since their remains a high demand for Licensed Practical Nurses and therefore, Verve College projects to have adequate financial resources to maintain its accreditation status, and network effectively and efficiently, while exploring new resources that may benefit students.

**Estimated Projected Budget:**

2024	2025	2026
\$28,500.00	\$31,500.00	\$34,500.00