
TOPIC:

Contract for Success Guidelines

Purpose

The purpose of this policy is to provide guidelines for addressing academic performance and unsatisfactory/inappropriate behaviors identified by Nursing Program faculty. The goal is to provide students with the opportunity to be fully aware of performance or unacceptable behavior. Allowing students to take an active part in developing a plan to improve, facilitate their development, and increase success in the Nursing Program.

Plan

The Nursing faculty believe that the learning environment includes the classroom, simulation and all other clinical experiences. In addition, we believe that students are entitled to formative and summative evaluations.

Procedure

If a student demonstrates a pattern* of performance deficiency and/or behavioral incivility relating to any of the learning environments listed above, the faculty member will initiate a Contract for Success (CFS) with the student.

This plan will serve as a learning contract between the student and the faculty member. The event that led to the initiation of the CFS will be included, along with strategies and/or interventions, goals, and a specific date by which the goals are to be achieved.

If a CFS occurs in the program, involves an egregious event, and/or risks the safe provision of patient care at any time, it is up to the discretion of the Nursing Administrator and faculty to determine whether or not the student will continue in the program.

When the CFS is initiated, the faculty member initiating the plan will complete the CFS form, obtain remediation/action plan from the student, and obtain the required signatures.

Evaluation

Every attempt will be made to resolve the CFS by the end of the current semester/rotation.

If the CFS is not resolved in the semester/rotation in which it is initiated, and it is determined by the Administrator/faculty that there is merit to allowing the student to continue in the program, a meeting will be scheduled. Attendees shall include the student, current faculty, and the next faculty member to discuss the plan agreed upon, revisit any questions that may have arisen, establish new dates by which the plan is to be completed, and recommit to the plan moving forward. (When an adjunct faculty

Adopted:	Revised	Revised/Reviewed	Revised/Reviewed	Revised/Reviewed
05/11	12/22	07/23		

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member is involved, the full-time faculty will also attend the meeting.) The goal of this meeting is to make certain the student is a part of the ongoing plan and that all involved are aware of how best to proceed. Out of this meeting will emerge an ongoing CFS, which will be posted along with the original CFS.

**Pattern: In the classroom, a pattern has been established with two or more events. In the clinical setting: If a student receives ≥ 2 Fail's in the same area on CET, they have established a pattern that needs to be addressed with a CFS. If at any time while on a CFS a student fails to demonstrate a pattern of improvement related to the plan, the student may be asked to leave the program.*

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**Cloud County Community College
Nursing Department
Contract for Success**

Name _____ Date _____

Has this occurred before Yes ___ No ___ If yes, was it this semester? Yes ___ No ___

Description of event(s) placing student at risk: _____

Remediation/Action Plan (to be written by student): *Identify actions that are intended to correct the identified risk. Include date and resources required to be successful. Actions shall be specific and list specific outcomes for success. Submitted w/i 5 days of occurrence.*

Action: _____

Desired Outcome: _____
_____ Date _____

**Failure of the student to meet the remediation action plan may result in recommendation for dismissal from the program.*

Student Signature _____ Date _____

Faculty Signature _____ Date _____

Notes: _____

Evaluation of the Remediation/Action Plan: Resolved _____ Unresolved _____

Faculty Signature _____ Date _____

*Original copy will be placed in Student's file. Student to receive a copy of the original