

Nursing Student Policy Manual

Ladder Program (Practical Nursing & Associate Degree Nursing)

2026-2027

[DMACC Nursing Program Details](#)

DMACC
DES MOINES AREA
COMMUNITY COLLEGE



The Nursing Student Policy Manual is also available on the *DMACC* Nursing Program website.

[Nursing Student Policy Manual Ladder Program](#)

DMACC Nondiscrimination Statement:

It is the policy of Des Moines Area Community College not to discriminate in its programs, activities, or employment on the basis of race, color, national origin, creed, religion, sex, sexual orientation, gender identity, age, disability, genetic information (in employment) and actual or potential parental, family or marital status. Veteran status in educational programs, activities, employment practices, or admission procedures is also included to the extent covered by law.

If you have questions or complaints related to compliance with this policy, please contact Director, Enterprise Risk Management, 2006 South Ankeny Boulevard, Bldg. 22, Ankeny, IA 50023, 515-513-0655, feedback@dmacc.edu or the Director of the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, Telephone: (303) 844-5695 FAX: (303) 844-4303, TDD 800-877-8339 Email: OCR.Denver@ed.gov

Complaint forms may be obtained from the Executive Campus Dean's office, the Executive Academic Deans' office, the Judicial Officer, or the EEO/AA Officer, Human Resources.

ADA questions and concerns may be directed to Sharon Bittner, the Section 504/ ADA Coordinator at 2006 S. Ankeny Blvd, Bldg 6, Ankeny, IA 50023, phone 515-964-6857, sgbittner@dmacc.edu. Pregnancy/post-pregnancy birth and pregnancy support related questions and concerns may be directed to Jennifer Argo, the Disability Services Coordinator at 2006 S. Ankeny Blvd., Bldg. 6, Ankeny IA, phone 515-964-6850, jdargo@dmacc.edu.

Title IX questions and concerns for employees/other may be directed to Amy Knight, Director of Employee Relations, at 2006 S. Ankeny Blvd, Bldg 1, Ankeny, IA 50023, phone 515-965-7199, aaknight@dmacc.edu.

Title IX questions and concerns for students may be directed to Anthony Pawnell Jr., Title IX Coordinator and Student Judicial, at 2006 S. Ankeny Blvd, Bldg 5, Ankeny, IA 50023, phone 515-308-4787, acpawnelljr@dmacc.edu.

Non-Discrimination Procedure Information: Students who wish additional information or assistance may refer to Student Services procedure SA4608. Discrimination and Harassment Complaint procedure located at SA4608.

Civic Engagement in a Diverse, Multicultural Institution:

The Higher Learning Commission, DMACC's regional accreditor, requires us to foster a climate of respect among all students, faculty, staff, and administrators from a range of diverse backgrounds, ideas and perspectives. DMACC is committed to supporting this. If you encounter a situation in which you feel this did not occur, please report your experience and someone from the appropriate department will follow up with you.

ADA/Section 504 Information:

The Academic Support Services Director is the official Student Accommodation Officer/Section 504/ADA Coordinator for DMACC. The ADA Coordinator's office is located in Bldg. 6-10E on the Ankeny Campus and may be contacted by voice (515-964-6857). The ADA Coordinator is responsible for ensuring that the college complies with federal regulations that guarantee qualified students with disabilities equal access to all programs and services. Any student, faculty, or Page 13 of 16 staff member may contact the ADA Coordinator's office for clarification of federal regulations, appeal of a grievance, or resolution of a disability-related problem.

Welcome

On behalf of the nursing faculty and staff at Des Moines Area Community College, I want to extend a warm welcome. We are pleased that you have selected DMACC for your nursing education. Our program has a long tradition of providing quality-nursing education for both Practical Nursing (PN) and Associate Degree Nursing (ADN) students. Upon successful completion of two semesters of the Practical Nursing content, you will be awarded a diploma – Practical Nursing and will be eligible to take the National Council Licensure Exam (NCLEX) for Practical Nurse Licensure. Upon successful completion of an additional two semesters of Registered Nursing content, you will be awarded an Associate in Applied Science (AAS) degree and will be eligible to take the National Council Licensure Exam (NCLEX) for Registered Nurse Licensure.

Additional career mobility options for the Associate Degree Nurse graduates are provided by the following mode:

Baccalaureate Degree in Nursing – Associate Degree Nursing to Bachelor of Science in Nursing (BSN).

Des Moines Area Community College Nursing Program has approval from the Iowa Board of Nursing to participate in the Statewide Articulation Plan for Nursing Education. This plan facilitates mobility of graduates from RN to BSN education. Generally, the Associate Degree Nursing graduate enters the junior year of the Bachelor of Science in Nursing Program and can obtain a degree in an additional two years. Information for these programs can be obtained from academic advisors or counselors.

The Associate Degree Nursing program is approved by the Iowa Board of Nursing, 6200 Park Avenue, Suite 100, Des Moines, Iowa 50321, 515-281-3255, [Iowa Board of Nursing](#)

The Associate Degree Nursing Program is also accredited by the Accreditation Commission for Education in Nursing, 3390 Peachtree Road, NE, Suite 1400, Atlanta, Georgia, 30326, 404-975-5000, [ACEN Nursing Accreditation](#)

Our graduates are well prepared to take the NCLEX exam and to enter the workforce. They are recognized as competent practitioners by the community and employers. Graduates express appreciation for a quality education and a rewarding career with diverse employment opportunities.

This “*Nursing Student Policy Manual*” is intended to provide you information and guidance regarding the program curriculum and policies. Please familiarize yourself with it and keep it available as a reference throughout the year. Download a copy of the Nursing Student Policy Manual. Students are advised to keep the manual, and course competencies or syllabi in a permanent file location for future reference when continuing their education or moving to another licensure jurisdiction. [Nursing Student Policy Manual Ladder Program](#)

This manual is designed to answer most of your questions. However, if you have additional questions or need clarification on any topic pertaining to your role as a nursing student at DMACC, please contact a Campus Chair or program counselor for assistance. In addition, please remember that this manual builds upon College policies and procedures found in the DMACC Student Handbook. Download a copy of the handbook using this link: [DMACC College Catalog](#)

I hope that you find your path in nursing to be as exciting and fulfilling as I do in my career! We welcome you to our programs. Thank you for choosing Des Moines Area Community College for your nursing education!



Natalia Thilges, Ph.D., MSN, RN
Dean, Nursing Education

DES MOINES AREA COMMUNITY COLLEGE NURSING PROGRAM

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Program Designs & Outcomes

Des Moines Area Community College Nursing Program Mission & Vision

In alignment with the mission and vision of Des Moines Area Community College,

The mission of the DMACC Nursing Program is to provide accessible, student-centered, high-quality education which develops graduate nurses who are caring, knowledgeable, and capable of practicing safe, evidence-based care to meet the evolving health needs of diverse communities in Iowa and beyond.

Vision:

The DMACC Nursing Program is focused on student success and excellence in nursing education while supporting life-long learning, inclusivity, and demonstrating commitment to the nursing profession and the communities we serve.

8/28/23

Curriculum Definitions

Active Learning: Process by which students actively participate in educational activities that promote analysis, synthesis and evaluation of nursing concepts.

Consists of three key elements:

1. The context of the activity is explained.
2. Students are engaged in the activity.
3. There was closure to the activity via reflection.

Students must complete preparation activities, including, but not limited to, viewing videos, pre-tests, assigned readings, literature search, etc. as assigned prior to clinical, lab and theory.

Assessment: Assessment is a process used by instructors and students as part of instruction that provides feedback to adjust ongoing teaching and learning to improve students' achievement of content. (Iowa Department of Education, 2024). In the DMACC nursing program, the purpose of assessment is to demonstrate the progression of student attainment of the end-of-program course/student learning outcomes.

ATI: ATI stands for Assessment Technologies Institute (ATI). ATI offers programs designed to increase student pass rates on the nursing licensing exam and lower program attrition. ATI is utilized throughout the nursing program as a component of the nursing curriculum. Students will be notified of ATI requirements and grading criteria in each course.

Conceptual Approach: An educational design that includes the following interrelated elements; concepts, exemplars, concept-based curriculum, concept-based instruction, and conceptual learning (Giddens, Caputi, & Rodgers, 2015).

Concept-Based Curriculum: A hallmark of concept-based curriculum and conceptual learning is the formation of conceptual linkages to other situations. The development of conceptual thinking skills helps students recognize certain aspects of the presenting condition and attain a general understanding of what to do, even when specific content has not yet been presented in the classroom setting (Giddens et al., 2012).

Guided Practice: Student-centered peer learning strategy utilized in laboratory throughout the nursing program. Students assist one another by providing feedback to peers in order to develop proficiency in technical nursing skills utilizing established criteria. The objectives of guided practice are to increase the student's preparedness, proficiency, and knowledge of technical skills and to enhance self-evaluation and constructive peer group interactions. During guided practice, students will assume the role of demonstrator, peer guide, or peer evaluator.

Interprofessional Education (IPE): Interprofessional practice is integral to providing safe, quality, patient-centered care. Students will participate in IPE opportunities throughout the curriculum as available. The goal of IPE is to prepare DMACC nursing students for interprofessional practice. IPE occurs when students from two or more professions learn about, from, and with each other to enable effective collaboration and improve health outcomes.

Due to the collaborative efforts and need to know student groups ahead of time, any student who has not signed up by the deadline highlighted in the course overview will not be allowed to complete the IPE experience.

DMACC nursing students may participate in IPE with (but not limited to) students from the following healthcare programs:

- Physicians
- Physician Assistants
- Nurse Practitioners
- Pharmacy
- Respiratory Care
- Paramedic
- Dietitian
- Social Services
- Healthcare Administration
- Radiology Technicians
- Sonography Technicians

Lab: means activities that mimic the reality of a clinical environment and that are designed to demonstrate procedures, decision making and critical thinking through interactive experiences (Iowa Board of Nursing, 2021).

Nursing Club:

All DMACC Nursing students are encouraged to become members of the Nursing Club. Activities may include service activities, social functions, and educational activities.

Theory: Application of various and evidence based active learning strategies in the classroom setting.

Clinical & Simulation Experiences

Clinical Instruction: means hands-on learning situations in which students directly care for patients/clients within a relevant setting, under the supervision of a qualified faculty member (Iowa Board of Nursing, 2021).

Clinical Facilities: means locations where students directly care for patients/clients under the supervision of a qualified faculty member (Iowa Board of Nursing, 2021)

Licensed Designee: A licensed registered nurse employed by the agency in which students are participating in clinical or preceptor experiences.

Observation: means learning experiences in a relevant setting that meet program outcomes but do not require on-site faculty supervision and where the student does not directly care for patients/clients. (Iowa Board of Nursing, 2021).

Preceptor: means a licensed individual who meets Iowa board of nursing qualifications as specified in this chapter, is on staff at the facility where the experience occurs, is selected by the nursing program in collaboration with the clinical facility, and is responsible for the on-site direction of the student over a period of time (Iowa Board of Nursing, 2021).

Preceptorship: means an experience between a preceptor and a nursing student over a period of time that is congruent with program outcomes (Iowa Board of Nursing, 2021)

Simulated Clinical Day: A scheduled clinical day that occurs in the simulated clinical setting. Simulation-based clinical learning experiences provide opportunities for students to apply clinical judgment as a team or independently without risk of harm to real patients facilitated by faculty trained in simulation education pedagogy.

Curriculum Concepts & Definitions

Concept	Definition
Nutritional Absorption and Elimination <i>Exemplars:</i> <i>Nutrition Assessment, Bowel/Bladder Incontinence, Bowel/Bladder Retention, UTI, IBD, Acute & Chronic Kidney Disease</i>	The intake of nutrients and the process of how the body breaks down food into simple substances that are either absorbed by the bloodstream or eliminated by the body as waste through the kidneys and intestines (adapted from ATI, 2023 & Giddens, 2021).
Perfusion <i>Exemplars:</i> <i>PVD, Hypertension, DVT, PE, Heart Failure, CAD/ MI, Dysrhythmias, Shock, Heart Defects, DIC, Stroke</i>	The flow of blood through arteries and capillaries delivering nutrients and oxygen to cells. Perfusion requires the heart to generate sufficient cardiac output to transport blood through patent blood vessels for distribution in the tissues throughout the body (Giddens, 2021).
Oxygenation <i>Exemplars:</i> <i>RSV, Bronchiolitis, Pneumonia, Asthma, COPD, ARDS</i>	The process by which oxygen is transported to cells and carbon dioxide is transported from cells. (adapted from Giddens, 2021).
Neuro-Sensory Regulation <i>Exemplars:</i> <i>Intracranial Regulation, Comfort (Pain), Conjunctivitis, Otitis Media, Dementia, Delirium, Autism Spectrum Disorder, ICP & Seizure Disorders</i>	The process through which our nervous system integrates, adjusts, and responds to various sensory input from internal and external environments (adapted from Pearson, 2023 & Yang, et. al, 2021)
Mobility <i>Exemplars:</i> <i>Osteoarthritis, Back Problems, Fractures, MS, Parkinson's, Spinal Cord Injury</i>	Purposeful physical movement, including gross simple movements, fine complex movements, and coordination. Specifically, mobility requires adequate energy, adequate muscle strength, underlying skeletal stability, joint function, and neuromuscular coordination to carry out the desired movement (Giddens, 2021).
Metabolism <i>Exemplars:</i> <i>Diabetes, Hyper/ Hypothyroidism, Liver Disease, Hepatitis, Pancreatitis, DBS Complications</i>	A physiologic phenomenon in which various physical and chemical processes are ever-changing throughout the body to manipulate energy. (Giddens, 2021).
Cellular Regulation <i>Exemplars:</i> <i>Hypersensitivity, Rheumatoid Arthritis, SLE, Anemia, Cancers, Sepsis, HIV/AIDS</i>	The process and regulation of cell production, proliferation, and growth. The physiological process promotes a cellular response to extracellular signals and the production of an intracellular response. (adapted from Giddens, 2021 & Pearson, 2023).

Concept	Definition
Homeostasis Exemplars: <i>Tissue Integrity, Pressure Injuries, Wound Healing, Fluid Volume Imbalance, Electrolyte Imbalance, Metabolic Acidosis/Alkalosis, Respiratory Acidosis/Alkalosis</i>	The ability to maintain the body's internal environment through the coordinated regulation of skin integrity, fluid and electrolyte balance, and homeostatic mechanisms (adapted from ATI, 2023).
Reproduction Exemplars: <i>Sexuality, Reproductive Health, Uncomplicated Pregnancy, Complicated Pregnancy, Sexual Dysfunction, STIs, Family Planning, Menopause</i>	The sexual process that creates another life and is impacted by internal and external factors that may include physiological and/or psychosocial process (adapted from Ricci, Kyle, & Carman, 2020).
Mood & Affect Exemplars: <i>Depression, ADHD, Bipolar Disorders, Personality Disorders, Schizophrenia, Feeding & Eating Disorders</i>	A continual process that starts with an event that is experienced by the individual, perceived through intact information processing channels, appraised for scope and meaning, assessed as neutral, manageable, or threatening within current capacity of coping skills, resources, and abilities, ending ideally in a positive outcome of homeostasis and feeling of well-being (Giddens, 2021).
Stress & Coping Exemplars: <i>Grief & Loss, Addiction, Anxiety Disorders, OCD, Abuse, PTSD, Sexual Violence</i>	The positive and negative results created from physical and emotional challenges to one's life situations. Coping is the adaptive efforts one makes to handle the stress response of the body. Coping can be adaptive and maladaptive (Womble & Kincheloe, 2019).

Concepts for End-of-Program Student Learning Outcomes

DMACC Nursing has identified concepts for the end-of-program student learning outcomes. These concepts provide a foundation and structure, and are interwoven throughout the curriculum. The concepts are identified and defined below.

Clinical Judgement	The observed outcome of critical thinking and decision-making. It is an iterative process with multiple steps that uses nursing knowledge to overserve and assess presenting situations, identify a prioritized client concern, and generate the best possible evidence-based solutions in order to deliver safe client care (NCSBN, 2023).
Professional Identity	Professional identity is the foundation to nursing theory and practice and encompasses the protection, promotion, and restoration of health and well-being; the prevention of illness and injury, and the alleviation of suffering in the care of individuals, families, groups, communities, and populations (ANA, 2023). Professional identity concepts include knowledge of oneself and in relation to others that is influenced by characteristics, norms, nursing values and ethics, knowledge, leadership, and communication.
Holistic Care	All nursing practice that has healing the whole person as its goal; which includes, unity, wellness, and the interrelationship of human beings and their environment. Nurses should consider a patient's body, mind, spirit, age, culture and socioeconomic background and environment when delivering care. Holistic nursing is an attitude, a philosophy and a way of being that requires nurses to integrate self-care, self-responsibility, spirituality and reflection in their own lives (American Holistic Nurses Association, 2023). Nurses must be aware of their own vulnerability in order to provide care to vulnerable populations.
Safety	A safe and just environment minimizes risk to both recipients and providers of care. It requires a shared commitment to create and maintain a physically, psychologically, secure, and just environment (AACN, 2023). By providing a safe and effective care environment, the nurse will enhance the management of care and promote safety and infection control (NCSBN, 2023).
Communication	The exchange of information, thoughts, and feelings through a variety of mechanisms. Communication encompasses the various ways people interact with each other, including verbal, written, behavioral, body language, touch, and emotion. These interactions involve intentionality, mutuality, partnerships, trust, and presence. Effective communication between nurses and individuals and between nurses and other health professionals is necessary for the delivery of high quality, individualized nursing care (AACN, 2023)

Practical Nursing

Practical Nursing Program Outcomes

Practical Nursing Program Outcomes

1. Performance on the license exam: the NCLEX-PN pass rate will be 80% or greater for all first-time test-takers
2. On-time Program completion: Sixty-seven percent (67%) of all students who begin in PNN 108 will complete the program on time, which is two (2) academic semesters.
3. Job Placement rates: Practical Nursing Program Job Placement Rate Target at least 60%.

Practical Nursing End-of-Program Student Learning Outcomes

Within the context of the scope of practice of the practical nurse, the DMACC PN graduate will

Clinical Judgement:

1. Utilize clinical judgment to manage and provide care to diverse client populations through acute, chronic and life-threatening conditions

Professional Identity:

2. Demonstrate nursing values and ethics, knowledge, leadership, and communication.

Holistic Care:

3. Incorporate the client's body, mind, spirit, age, culture, socioeconomic background, and environment when delivering care.

Safety:

4. Provide effective and collaborative nursing care that promotes positive client outcomes, while protecting the client and health care personnel from harm.

Communication:

5. Demonstrate collaborative and therapeutic communication with clients, families, and members of the healthcare team.

**Des Moines Area Community College
Practical Nursing Program of Study**

PRACTICAL NURSING Diploma

After successful completion of the first two semesters of the nursing program's ladder program, the student is eligible to become a Licensed Practical Nurse (LPN). LPNs provide nursing care under the supervision of a Registered Nurse or a physician. The LPN is prepared to provide basic therapeutic, rehabilitative and preventive care for individuals of all ages, primarily in structured care settings such as hospitals, long-term care facilities or clinics. Upon successful completion of three terms, the student earns a diploma and is eligible to take the National Council Licensure Exam for Practical Nurse Licensure (NCLEX-PN).

Term	PRACTICAL NURSING PROGRAM	Course Credits
Entry Requirements (Pre-Nursing)	BIO 168 Anatomy & Physiology I BIO 173 Anatomy & Physiology II PSY 121 Developmental Psychology ENG 105 Composition I	4 4 3 3
<i>Total Pre-Nursing Credits</i>		<i>14</i>
Term 1	PNN 108 Beginning Principles of Nursing PNN 151 Fundamentals of Nursing PNN 159 Fundamentals of Nursing II MAT 156 Statistics (co-req)	2 4 6 3
<i>Total Semester Credits</i>		<i>15</i>
Term 2	PNN 228 Foundations of Nursing I PNN 229 Foundations of Nursing II PNN 230 NCLEX PN Review	6 4 2
<i>Total Semester Credits</i>		<i>12</i>
Total Program Credits		41

Revised 2/15/24

Course descriptions may be found in the DMACC College Catalog [DMACC College Catalog](#)

Associate Degree Nursing

Associate Degree Nursing Program Outcomes

Associate Degree Nursing Program Outcomes

1. Performance on the license exam: the NCLEX-RN pass rate will be 80% or greater for all first-time test-takers
2. On-time Program completion: Sixty-two percent (62%) of all students who begin in PNN 108 will complete the program on time, which is four (4) academic semesters.
5. Job Placement rates: Associate Degree Nursing Program Job Placement Rate Target at least 60%.

Associate Degree Nursing End-of-Program Student Learning Outcomes

Within the context of the scope of practice of the associate degree nurse, the DMAACC ADN graduate will

Clinical Judgement:

1. Utilize clinical judgment to manage and provide care to diverse client populations through acute, chronic and life-threatening conditions

Professional Identity:

2. Demonstrate nursing values and ethics, knowledge, leadership, and communication.

Holistic Care:

3. Incorporate the client's body, mind, spirit, age, culture, socioeconomic background, and environment when delivering care.

Safety:

4. Provide effective and collaborative nursing care that promotes positive client outcomes, while protecting the client and health care personnel from harm.

Communication:

5. Demonstrate collaborative and therapeutic communication with clients, families, and members of the healthcare team.

**Des Moines Area Community College
Associate Degree Nursing
Program of Study**

ASSOCIATE DEGREE NURSING Associate in Applied Sciences

An Associate in Applied Science (A.A.S.) degree in Nursing and a career as a Registered Nurse are available to students who successfully complete the Associate Degree Nursing (ADN) program. As members of the nursing profession, registered nurses are accountable for their own nursing practice. The Associate Degree Nurse utilizes more complex nursing knowledge and skills to assess, plan, provide, evaluate and manage nursing care for patients in hospitals, long-term care facilities, and a variety of community-based healthcare settings. Upon successful completion of the nursing curriculum, the student is eligible to take the National Council Licensure Exam for Registered Nurse Licensure (NCLEX-RN).

Term	FULL-TIME ASSOCIATE DEGREE NURSING PROGRAM Ankeny and Boone: Fall and Spring Starts Carroll and Newton: Fall Starts Urban: Spring Starts	Course Credit
	MUST COMPLETE DMACC PN PLAN OF STUDY (TERMS 1 & 2 ABOVE) OR HAVE LPN LICENSE TO ADVANCE TO TERM 3. **ADDITIONAL PROGRESSION CRITERIA MUST BE MET	
Term 3	ADN 110 Introduction to Professional Nursing ADN 180 Advanced Concepts of Nursing ADN 181 Advanced Concepts of Nursing II	2 4 6
<i>Total Semester Credits</i>		12
Term 4	ADN 201 Advanced Nursing Concepts III ADN 202 Professional Nursing Preceptor ADN 200 NCLEX RN Review	6 4 2
<i>Total Semester Credits</i>		12
Total Program Credits	GRADUATE ASSOCIATE DEGREE NURSING	65

**Admission to the second year of the ADN program (RN year) is not guaranteed. In order to be eligible to progress to the second year of DMACC's nursing program, students must successfully complete the first year of the ADN program AND provide proof of one of the following:

1. ATI PN Comprehensive Predictor Probability Score of 92% or higher. This test is given during your second semester of DMACC's nursing program as you near the end of the first year.

-OR-

2. ATI TEAS Composite Score of 65% or higher (Please note this is higher than the 55% percent required for admission to the first year of the ADN program).

**This test must be taken in person at a DMACC Testing Center.*

Revised 2/15/24

Course descriptions may be found in the DMACC College Catalog [DMACC College Catalog](#)

Academics

Communication Expectations

DMACC email is the preferred method of contact. Faculty have office phones, as noted in the syllabus, and voicemails are forwarded to our DMACC emails. Faculty try to respond to messages and emails Monday through Friday within 48 hours; responses will be limited during the evening and weekend hours. Only use faculty cell phones for emergencies or as instructed.

When sending a message or email, please remember these key points:

- Start with a greeting (It helps to set the tone).
- Provide a clear and concise message, and proofread before sending.
 - Think of the message as nursing documentation. Would you want this message to be read aloud or used in a legal situation? Include details, facts, and, if appropriate, a suggested resolution.
 - Avoid sending messages and emails in haste, as these cannot be recalled once sent.
- End with a closing statement and sign your name.

Illness

It is imperative that if you are not feeling well or exhibiting symptoms consistent with health-related condition or injury that you notify your instructor(s) for that day. As always, DMACC will continue to prioritize the health and safety of our students and where necessary, we will work collaboratively to assist students impacted by illness in navigating the policies of the nursing program.

Monitor your health daily. If you feel ill, do not come to DMACC class, lab, or clinical.

If students become ill at DMACC, they should go home, contact their healthcare provider, and notify their instructor/ campus chair, who will initiate the appropriate follow up and advise accordingly.

Students who need accommodations during or after a health-related condition or injury are encouraged to talk with instructors and apply through the Disability Services Office as applicable. Health information of an individual employee or student is considered confidential and will be treated as such.

A student who becomes ill or injured in class or lab will be responsible for the costs incurred. It is strongly recommended that students maintain current health insurance.

Academic Standards Specific to Nursing Courses:

Accommodations

Any nursing student with a documented disability who requires accommodations should follow the application process as outlined by the [Disability Services Office](#).

Complaints Filed with DMACC

Students at DMACC may file a General Complaint within the institution if they feel they have been mistreated by a staff member, if departmental policies and procedures are unclearly written or inconsistently applied, or if a student has extenuating circumstances that may directly affect the educational process. Initially, a student should pursue any concern about DMACC through the formal resolution processes that DMACC provides. Additional information concerning this procedure is located in [Student Complaints Concerning College Employee Actions-SA4607](#)

Complaints Filed with DMACC (continued)

Please note that for complaints regarding discrimination, including harassment, based on race, color, national origin, creed, religion, sex (including pregnancy and marital status), sexual orientation, gender identity, age, disability, and genetic information, the student should contact the campus Dean/Provost's Office or the Judicial Officer, regarding the [Discrimination and Harassment Complaint Procedure-SA4608](#)

For additional information about student rights and responsibilities please visit our Student Policies webpage.

Course Completion

To successfully complete a nursing course, the student must:

- a) achieve 78% or greater in overall course
- b) achieve a passing score on the summative clinical/ simulation evaluation
- c) successfully complete all course requirements and performance criteria (including but not limited to SAPFS, remediation, clinical evaluations, etc.)

Students who fail to meet (a) but are successful in meeting the other requirements (b or c) will have the overall course grade recorded on transcript. Students who meet requirement (a) but are unsuccessful in meeting other requirements (b or c) will have a C- recorded on their transcript. For example:

Sally completed all course requirement criteria in PNN 159, but earned a 77% overall course grade and will earn a C- at the end of the course.

John earned an 80% overall course grade in ADN 180, but failed to meet the course performance criteria (received below passing on summative clinical/simulation evaluation). John will receive a C- at the end of course.

If a student is dismissed from the program during a course and is ineligible to drop the course or withdraw ([Add, Drop, or Withdrawal](#)) from the course due to college policy, the student will receive a failing grade.

Grading Policies

1. DMACC Grading Policies and designations used by the Office of Student Records and Services in recording academic work on the official transcript are identified in the College Catalog (ES 4556).
2. Nursing course grades are based on the following range of percentages:

A	93 and above	= 4.00 Grade Point Average
A-	90 - 92.99	= 3.67 Grade Point Average
B+	88 - 89.99	= 3.33 Grade Point Average
B	85 - 87.99	= 3.00 Grade Point Average
B-	83 - 84.99	= 2.67 Grade Point Average
C+	80 - 82.99	= 2.33 Grade Point Average
C	78 - 79.99	= 2.00 Grade Point Average
C-	75 - 77.99	= 1.67 Grade Point Average
D+	73 - 74.99	= 1.33 Grade Point Average
D	70 - 72.99	= 1.00 Grade Point Average
D-	69 - 69.99	= .67 Grade Point Average
F	68.99 and below	= .00 Grade Point Average
3. Each quiz/exam/project grade will be calculated to two decimal points. At the end of the course, actual percentages will be used to determine letter grades.
78.00% C passing/progressing grade
77.99% C – /non-passing/non-progressing grade

4. Any assignment submission is subject to grading. Once faculty have graded a submission, the assigned grade is final and will stand. Students are permitted one graded submission per assignment, and all work must be submitted by the published due date.
5. Late Policy for “Summative Assessments”:
 - Each student is expected to complete summative assessments by the date and time designated by the instructor. Summative Assessments refer to assignments and/or exams as identified in the course syllabus and are a part of the weighted course grade.
 - The student will have one individual summative assessment adjustment per course (See Summative Assessment Adjustment Form in Appendix). The adjustment will allow three (3) calendar days to complete the assessment without penalty.
 - A Summative Assessment Adjustment cannot be used within the three (3) calendar days of the last regular day of the course
 - The adjustment request must be submitted at least one hour prior to due date/time.
 - Without the adjustment request, assignments submitted after the due date will be subject to a 10% deduction. The student will have either three (3) calendar days after the due date of the assignment, or until the last regular day of the course, (whichever comes first), to turn in the completed assignment. 10% of the total possible points will be deducted from assignments received in this three-day period. Summative assignments received after this three-day period will receive no credit, and recorded as a “0”.
 - Exams must be completed by the adjustment date or next available testing day or a “0” will be entered into the gradebook.
 - Summative Assessment Adjustment Requests: Students requesting to take a summative assessment prior to the scheduled examination date must submit a completed Summative Assessment Adjustment Request Form for review and approval. Approval is not guaranteed. If approved, the student may be required to complete an alternate version of the examination at a time designated by the Nursing Department. To ensure exam security and academic integrity, alternative examinations may differ from the originally scheduled assessment.
6. It is the student’s responsibility to contact course faculty for any theory and/or lab absences to request information about missed content or assignments.
7. There are no options for extra-credit work or repeating exams or paperwork to raise course grades, either during or at the end of the course.
8. At the end of the term, if a student is unable to complete some portion of the assigned coursework or testing, a grade of "I" (Incomplete) may be requested. A written request must be completed with the course instructor. College policy will be followed for removal of the Incomplete. An incomplete may impact course progression.
9. In the case of verified plagiarism, including plagiarism of self and others, the student will receive a zero on the portion of the assignment plagiarized and faculty will file an academic misconduct with the college following institutional policy and procedure.
10. Formative Assessments may include, but are not limited to, in-class activities, quizzes, or pre-assigned prep work. Students must be present in class to receive points for formative assessments. All proctored formative assessments must be completed to meet course requirements for progression, if not completed during scheduled assessment date/time, a zero will be awarded. Any pre-class assignments must be completed by assigned due date/time to earn formative assessment points.
11. Faculty will communicate to students within their course the anticipated timeframe for grading of course projects and/or assignments.

12. Artificial Intelligence (AI) - Intellectual honesty is vital to an academic community and for fair evaluation of your work. This course requires that all work submitted by a student will be created by the student or as part of an assigned group. Any portion of an assignment completed by someone else, including AI-Generated content, is not allowed and will be subject to the DMACC Academic Misconduct Policy. AI Use Allowed with Citation Usage of generative AI is allowed in this course with appropriate citation. All material generated by AI should be cited according to MLA or APA style, and citations should include links to chat conversations. With appropriate citation, submissions will be graded according to course rubrics, but submissions without appropriate citation will be considered an academic misconduct violation similar to cheating or plagiarism.

Exceptions to Course Policies

Exceptions to policies as presented in the Nursing Student Policy Manual or DMACC Student Handbook may be considered in special situations. Requests must be submitted by completing the [Student request for exception to program policy](#) form. This is sent to the Campus Chair for consideration then to the Dean of Nursing Education for final determination. An example of an exception request is extending an assignment or a test deadline because of extended illness or hospitalization.

Progression

Progression within the Nursing program requires that the student:

1. Earn a grade of C (not a C-) or above in all nursing courses and support courses.
2. Successfully complete all nursing course work identified within a specific nursing program term and in the nursing program course order outlined below.
3. Successfully complete support course (MAT 156) prior to or by the end of the designated term in the nursing curriculum.
4. Obtain approval from the Credentials office for any transfer credits and make certain that they are recorded on the student's transcript prior to the term in which the course is designated.
5. Successfully complete required support courses prior to the designated term, or enroll in the required course during the designated term.
6. Complete all program and clinical orientation, and annual requirements by stated deadlines.

Nursing Program Course Order:

Term 1	<i>Must be successfully completed before 2nd 8-week course(s)</i>	PNN 108 Beginning Principles of Nursing PNN 151 Fundamentals of Nursing
		PNN 159 Fundamentals of Nursing II
Term 2	<i>Must be successfully completed before 2nd 8-week course(s)</i>	PNN 228 Foundations of Nursing I
		PNN 229 Foundations of Nursing II PNN 230 NCLEX-PN Review
Term 3	<i>Must be successfully completed before 2nd 8-week course(s)</i>	ADN 110 Introduction to Nursing Profession ADN 180 Advanced Concepts of Nursing
		ADN 181 Advanced Concepts of Nursing II
Term 4	<i>Must be successfully completed before 2nd 8-week course(s)</i>	ADN 201 Advanced Nursing Concepts III
		ADN 202 Professional Nursing Preceptor ADN 200 NCLEX-RN Review

Student Action Plan for Success (SAPFS)

Student Action Plan for Success (SAPFS) are given to alert students to possible situations or behaviors that, if continued, may cause the student to be in jeopardy in a course or in the program. SAPFSs will be initiated for unsatisfactory class, lab, and/or clinical performance, or if the instructor is unable to evaluate the student's performance due to absenteeism. When an SAPFS is given, the initiating instructor will collaborate with the student in the development of remediation measures in order to promote student success. Students are expected to complete remediation requirements and communicate progress as directed. A sample SAPFS can be found in the Appendices to this document.

Testing/Examinations

Nursing concept exams follow the NCLEX-PN and NCLEX-RN blueprints, and questions are selected to reflect the use of higher order thinking. As students' progress throughout the curriculum, the expectation is that the difficulty of exams will reflect the student's progression in program. Standardized exams will be used throughout the nursing curriculum to assess student's competency level, NCLEX predictors, and provide remediation on identified content areas.

Student Rights and Responsibilities for Testing/ Examinations:

- All students must adhere to DMACC's Academic Integrity Policy and the College's position regarding cheating (See [DMACC Student Handbook](#)).
- Students seeking testing accommodations should see the "Accommodations" section of this manual for guidance.
- Exam time will be equivalent to 2 minutes per each question on the exam. Exam time for dosage calculation exam items will be equivalent to 3 minutes per each question on an exam.
 1. Example: a 50-question exam will be timed at 100 minutes. In this example if you spend 5 minutes on the first question you will have 95 minutes to complete 49 more questions.
- All exams will be forward only (you are not allowed to return back to a test item).
- Exam results will remain hidden until test item analysis is complete and all students have taken the exam. Results will be made available for students to facilitate remediation requirements afterwards.
- It is the responsibility of all students to maintain test security. Do not discuss test content outside of the testing environment. Students who have not tested are expected to remove themselves from the area if such conversations occur.
- A post-exam review for concept exams will be offered to all students with measures in place to maintain test security.

Testing Environment:

- Be in class before the start of the exam.
 - Students who arrive after the start of the exam will not be allowed in the room and will have to make arrangements to take the exam at a different time. This will count as a missed exam.
- All student belongings should be stored elsewhere or at the front of the testing room.
- The followings items are NOT allowed: dictionaries (including translators), calculators, personal devices, phones, smart watches, headphones, brimmed hats, food, drink, course materials, coats or hooded sweatshirts.
- Program issued ear plugs are allowed for testing.
- Refrain from being disruptive and talking to others while the exam is in progress.
- Do not write notes on any surface other than the provided whiteboard prior, during, or after the exam.
- A whiteboard and marker will be available for use during the proctored assessment.
 - You are not allowed to write on the whiteboard until the exam begins.
 - You cannot use the whiteboard to cover up part of your screen.
 - If you fill up your whiteboard or need to erase, raise your hand and faculty will erase for you or approve you to erase.
- Students should not under any condition leave the testing environment without prior approval by the exam proctor-this includes classroom faculty, or AAC testing staff. If approval is granted, the student should

pause their assessment using the pause assessment button. Any time lost on an assessment beyond the pause time cannot be added. No time can be added to an assessment at any point once the assessment has begun. Students not leaving the testing environment should at no time be pausing their exam.

- Promptly and quietly, leave the room upon completion of the exam. Do not re-enter the classroom until all students have completed testing.

Academic Integrity:

- Students will be asked to leave the testing environment if caught with a phone or smart watch on their person after the exam has begun.
- The first time a student is asked to leave an exam, they will take an alternate exam, receive a SAPFS, and schedule a meeting with the Campus Chair and Dean of Nursing Education. If a second incident occurs, the student will receive a score of 0 on that exam, receive a SAPFS, and schedule a meeting with the Campus Chair and Dean of Nursing Education. In addition, this may result in an academic misconduct filing.

Standardized Assessments:

- Take Proctored Exam as scheduled- (Students will receive points for completing the proctored assessment that correlates with the information below). ***one attempt only***
- Students are given a level on these assessments (below level 1, level 1, level 2, and level 3). A student's grade for the standardized assessment reflects the level earned. Please see definitions and scoring below.
 - Below Level 1 (% varies by exam) = 70/100 points
 - This indicates the student is not meeting minimum performance expectations and needs a rigorous plan in the content area to have a better understanding of the content.
 - Level 1 (% varies by exam) = 80/100 points
 - This indicates the student is meeting the absolute minimum expectations but needs a rigorous plan to have a better understanding of the content.
 - Level 2 (% varies by exam) = 90/100 points
 - This indicates that the student is exceeding minimum expectations and is likely to meet NCLEX-RN standards.
 - Level 3 (% varies by exam) = 100/100 points
 - This indicates that the student is exceling in this content area and is likely to exceed NCLEX-RN standards.

Alternative "levels" (ATI Nurses Touch) will be graded as:

- Needs Improvement (% varies by exam) = 70/100 points
- Meets Standards (% varies by exam) = 90/100 points
- Exceeds Standards (% varies by exam) = 100/100 points

Remediation Requirements for Students:

DMACC Remediation Policy

Definition: The goal for remediation is to identify knowledge, professional behaviors, skills, and/or performance gaps. Assigned remediation provides students an opportunity to improve on and master nursing knowledge, skills, and professional behaviors previously learned.

Concept Remediation

Theory

1. Remediation is required for all students and assigned to each concept.
2. Faculty will assist students in identifying resources and tools to help with remediation.
3. All remediation must be submitted to assigned drop box in Canvas for completion points (10 pts) towards 5% of overall course grade.
4. All summative assessment remediation is outlined on the rubric.

Lab setting

1. Remediation is required for all students and assigned to each lab day at the end of class.
2. Goal for remediation in the lab setting is to complete the day it is assigned or by the next scheduled lab day.
3. All remediation will be submitted to the assigned drop box in Canvas for completion points (10 pts) towards 5% of overall course grade.
4. All summative assessment remediation is outlined on the rubric.

Concept Exams

The goal of remediation is to assist you in improving your understanding of course concepts and future performance on conceptual exams.

Steps:

1. Remediation is recommended/encouraged for all students, but required for any student who scored below 78% on concept exams before nullification(s).
2. Student will analyze their ATI Individual Performance Profile under their “my results” tab on ATI.
3. Utilizing the Individual Performance Profile, student will complete the remediation form for concept exams consisting of the following five (5) sections.
 - A. I struggled with the following concepts: (this information should come from the Individual Performance Profile AND/OR the student’s recognition during the exam review)
 - B. I studied/prepared for this exam by doing the following: (mark applicable sections with an “X”. If you choose “Other”, please provide an explanation.)
 - C. I chose the incorrect response because... (mark applicable sections with an “X”. If you choose “Other”, please provide an explanation.)
 - D. Reflection and review of the content on the exam just taken.

*This one does include an action item meaning you need to complete an active learning template, concept map or table, 3 critical points or some other activity.

- E. Reflection and review of the way you studied and the test taking strategies you utilized.
4. Student will make an appointment to meet with faculty to discuss the remediation grid AND the action plan within four (4) school days or by end of term.
 5. Student will submit completed remediation to the assigned drop box within four (4) school days of exam score entered in the gradebook.

Dose Calc Remediation

1. Remediation is recommended/encouraged for all students after Dosage Calculation exams.
2. There is *not* a remediation form required.

Paper and Pencil Dosage Calculation Exams

1. Following each paper and pencil exam, students with a score less than 90% will complete a remediation worksheet of 10 questions.
3. In addition, students must re-take the same exam just a different version until they achieve at least 90% (see example in next bullet).
4. Students may not move on to the next exam until they have successfully completed the previous step. (For instance, student scores 7/10 on Exam 1A, remediates, then takes Exam 1B and scores 8/10, then must take Exam 1C. In the meantime, the student must pass Exam 1 (whatever version) prior to taking Exam 2).

ATI Dosage Calculation Benchmark Assessment

1. The course-specific ATI Dosage Calculation Practice Assessment shall be assigned and required prior to the proctored assessment.
2. There is no required remediation after the ATI practice assessment.
3. Students are encouraged to review their practice assessment results in ATI prior to the ATI proctored assessment

Standardized Exams

The goal of remediation on standardized exams is to assist you in improving your understanding of concepts, fill identified knowledge gaps, and future performance on comprehensive exam including NCLEX.

1. Remediation is required for all students who fall below:
 - a. The “meets standards” category for all nurse touch assessments provided by ATI
 - b. Level 2 standards for all other assessments provided by ATI.
2. Student will analyze their ATI Individual Performance Profile under their “my results” tab on ATI.
3. Student will meet with course lead or assigned faculty to develop a remediation plan.
4. Student will submit remediation plan to assigned drop box in Canvas.

Clinical Remediation

The goal of assigned clinical remediation provides students an opportunity to improve on and master nursing knowledge, skills, and professional behaviors previously learned.

1. Students must identify a plan for improvement for any area marked as “Working Towards” by faculty.
2. Students are required to complete all faculty assigned remediation on time and provide clinical faculty with proof of completed remediation assignments.
3. Implement remediation plan by the next clinical day; if possible, implement during the clinical day in which assigned remediation was received.
4. Apply any assigned remediation plan/ actions in all future clinical/ simulation experiences

Missed Tests/Examinations

Students are expected to take exams as scheduled on the Course Syllabus. Exams are identified as summative assessments per the course syllabus. See the Summative Assessment Adjustment process above. If an exam is missed, alternative versions and/or alternative formats of exams may be given. Any exam not completed according to Nursing Program guidelines will be computed as "0."

Technology Requirements: A computer or tablet with webcam/video, microphone, and reliable internet connection are required. For further requirements for technology, please view:

<https://www.atitesting.com/technical-requirements>
[System requirements \(pearson.com\)](#)

Enrollment Status of Nursing Students

Once a student is admitted to a campus, they must complete their nursing education on the campus where they started. Exceptions may be made for students applying for program re-entry.

Program Exit

A student is considered to exit the program when:

- Changes to audit status, withdraws from, or is unsuccessful in any nursing course which is a pre-requisite for the next course in the program of study; OR
- Voluntarily delays progression in the program while in good academic standing

Course Withdrawal

Students wishing to withdraw from a course should promptly notify course faculty and/or campus chair and follow the DMACC procedures outlined at <https://www.dmac.edu/registration/index.html>

Change to Audit Status

Students wishing to change from credit to audit status are subject to [DMACC policy \(ES 4531\)](#).

A student auditing a nursing course may have the option to participate in simulated clinical experiences as outlined in the course; however, they will not be permitted to participate in any clinical component of the course or to take any standardized assessments. A change from credit to audit status will be treated as a program exit, and students will need to follow program re-entry procedures.

Voluntary Delay in Progression

Students needing to voluntarily delay their progression in the nursing program should complete a [Program Change Form](#) with the Admissions Office.

Once a student has exited the nursing program for any reason, they may not promote themselves as a current DMACC nursing student, which includes wearing the DMACC nursing uniform or name pin. The student must immediately return all agency name badges, keys and facility parking permits to a DMACC nursing faculty/staff member.

Course Attempts and Program Re-entry

A student may repeat one (1) PNN nursing course and one (1) ADN nursing course. The AAS degree must be conferred within five (5) years from the start of the plan of study (PNN 108).

Any student needing more restart attempts, or who cannot complete the plan of study within five years, will need to restart the program. Program restart will require meeting current catalog admission criteria. If a student is unsuccessful in more than one (1) ADN course and is needing to restart, the student must meet advance-standing admission requirements and re-enter term 3 (ADN 110 and ADN 180) as an advanced standing student.

All students repeating a course, or restarting the program, will be required to establish a learner success contract prior to re-admission.

A student may defer re-entry one time. If the next offered seat is not accepted, students will be required to reapply and enter where appropriate based on previous program progression (Term 1 or Term 3 as advanced-standing).

Any student re-entering the program after more than one semester break will be required to undergo a new background check.

Students wishing to apply for re-entry must contact the Campus Chair of their home campus. A "Vocational Technical Special Admission" (VTSA) form must be completed by the student and Campus Chair. The VTSA form stipulates the conditions and required remediation that must be met for re-entry. Students failing to meet the conditions outlined on the VTSA form by the specified deadline will not be permitted to re-enter the program for the semester in which a seat was offered.

Readmission is never guaranteed and re-entry is dependent upon space availability. After completing VTSA form and remediation requirements by the assigned deadline, students will be prioritized for re-entry into the program based on their completion of assigned remediation, length of program absence and their program application date.

Graduation and Licensure

Practical Nursing Graduation Requirements

To earn a Practical Nursing diploma, a student must complete all coursework as prescribed in Semesters 1 and 2, meet progression requirements, and have a "C" (not C-) or above in all nursing and support courses in the curriculum. In order to progress to the next semester, these courses must be successfully completed in the semester and order identified, or in a previous semester. Students must successfully complete the required standardized exit exam taken during Semester 2 of the curriculum.

Associate Degree Graduation Requirements

To earn an Associate in Applied Science (AAS) degree in Nursing, a student must complete all coursework as prescribed in Semesters 1-4, meet progression requirements and have a grade of "C" (not C-) or above in all nursing and support courses in the curriculum. In order to progress to the next semester, these courses must be successfully completed in the semester and order identified, or in a previous semester. Students must successfully complete the required standardized exit exam taken during Semester 4 of the curriculum.

A graduation application must be completed and filed with the Office of Students Records by established deadlines before any degree or diploma may be awarded. Graduation information and an online application (no charge) are available on the DMACC website.

Licensure Eligibility

The Iowa Board of Nursing has identified the following criteria for an applicant to be eligible to write the National

Council Licensure Exam (NCLEX–PN or NCLEX-RN):

- a. Graduate of an accredited high school or a GED certificate.
- b. Graduate of a nursing program approved by the Board of Nursing.
- c. Approval by the Board of an applicant for licensure with past **criminal convictions** or having been **previously licensed as a L.P.N. or R.N.**

When applying through the Iowa Board of Nursing for a nursing license both a criminal record check through the Iowa Department of Public Safety, Division of Criminal Investigation (DCI) is required and a national record check (including fingerprinting) through the Federal Bureau of Investigation (FBI) is required. For more information, visit Iowa Board of nursing website: [Iowa Board of Nursing](#)

IA Statute:

[Iowa Board of Nursing-Nursing & Professional Midwifery](#)

Licensure by Exam

Prior to graduation, students will be provided guidance regarding the Iowa Board of Nursing licensure process. For more information, please refer to the Iowa Board of Nursing Website [Iowa Board of Nursing](#). Current NCLEX- PN and NCLEX- RN test plans can be downloaded from [National Council State Boards of Nursing](#).

Licensure Disclaimer

Completion of the Nursing Program at DMACC does not guarantee that you will be allowed to sit for the NCLEX exam, that you will pass the exam, or that you will be granted a license to practice nursing.

Lawful Presence Verification Requirement

Effective **February 13, 2026**, the Iowa Department of Inspections, Appeals, and Licensing (DIAL) requires **verification of U.S. citizenship or lawful presence** for all individuals applying for an Iowa professional license, including nursing licenses.

In accordance with [8 U.S.C.A. § 1621](#) and [Executive Order 15](#) (Oct. 8, 2025), any individual granted an Iowa professional license must be a U.S. citizen, have lawful presence in the U.S., or meet an exception found in 8 U.S.C.A. § 1621(c)(2).

Your personal information that DIAL is collecting as part of this application may be used to verify your citizenship and immigration status through the federal [Systematic Alien Verification for Entitlements \(SAVE\)](#) verification service. You are not required to provide your personal information for this purpose; however, failure to do so will prevent further processing of your application, pursuant to Executive Order 15.

Information submitted through SAVE is retained by U.S. Citizenship and Immigration Services (USCIS) and may be shared with law enforcement if fraudulent documentation is identified, in accordance with federal law.

[Citizenship and Immigration Status Verification for Professional Licenses | Department of Inspections, Appeals, & Licensing](#)

Criminal Conviction Eligibility for Iowa Nursing Licensure

A criminal history **does not automatically prevent licensure in Iowa**. The Iowa Board of Nursing reviews applications on an individual basis and considers whether an applicant can safely and competently practice nursing. Even individuals with potentially disqualifying convictions may still be eligible for licensure with appropriate documentation and evidence of rehabilitation.

What You Need to Know:**Disclosure is required**

All applicants must disclose **all criminal convictions** when applying for licensure.

This includes:

- Deferred judgments
- Expunged convictions
- Sealed records
- Other agreed dispositions
- Operating While Intoxicated (OWI) convictions

Traffic violations do not need to be reported.

Documentation is required

For each offense, applicants must provide:

- The charge
- Where and when it occurred
- A brief description of what happened
- The outcome or resolution

This information is submitted as part of the background check and licensure application process.

Evidence of rehabilitation may be submitted

Applicants may submit documentation demonstrating rehabilitation and their ability to safely practice nursing. Each case is reviewed individually by the Board.

Petition for Eligibility Determination (optional)

Students with criminal convictions may choose to submit a Petition for Eligibility Determination to the Iowa Board of Nursing. This petition:

- Is **optional** and not required prior to applying for licensure
- Allows the Board to review convictions in advance
- May help identify potential licensure concerns earlier in the process

This option may be especially helpful for students considering entry into or currently enrolled in a nursing program.

[Petition for Eligibility Determination](#)

Potentially disqualifying offenses

The Board identifies certain categories of offenses that may be disqualifying, including:

- Drug offenses
- Sexual offenses
- Forcible, violent, or endangerment offenses
- Offenses involving dishonesty
- Public health–related offenses

Each application is reviewed individually, and licensure decisions are not based solely on the existence of a criminal record.

Program Evaluation

The DMACC Nursing Program has a comprehensive evaluation plan to assist in monitoring and improving program standards and educational outcomes. Students are expected to participate in the evaluation process through written responses on course evaluations, final program evaluations, faculty evaluations, and special surveys. Evaluations are also requested six to nine months following graduation and employment as a licensed nurse. Student input is valued and treated with strict confidentiality and is used solely for course/program improvement activities.

References for Employment

Pursuant to the Family Educational Rights and Privacy Act (FERPA), the Iowa Fair Information Practices Act, Iowa Code, Section 22.11 (1987), Des Moines Area Community College policy, and Des Moines Area Community College does not release personally identifiable educational information and/or records without the written permission of the person involved in accordance with ES4600. The signed [DMACC FERPA Release Form](#) can be sent to registration@dmacc.edu or provided to the Campus Chair.

Clinical

Clinical

The [DMACC Student Handbook](#) outlines general policies on student rights, responsibilities, conduct, discipline and the appeal process for all college students. While in harmony with these policies, enrollment in the nursing program requires further clarification and expansion of these general expectations to reflect the unique requirements of the health care environment as well as professional nursing standards, particularly in the clinical setting.

Clinical Assignments

Whenever possible, students should not have clinical assignments in the same unit(s) in which they are employed and should alert the Campus Chairpersons or Program Coordinator of possible conflicts. Students should be aware that a variety of times are in use, which may include late afternoon, evening or weekend rotations. The lead faculty and/or Campus Chair will consider requests for clinical placements. There is no guarantee of approval of any clinical placement requests.

Clinical Attendance

To evaluate attainment of course competencies, students are expected to attend and participate in all scheduled clinical experiences. Students shall be on their assigned clinical site and ready to participate in clinical activities by the start of their scheduled clinical shift. Failure to meet course competencies due to lack of attendance will result in an unsatisfactory evaluation and in course failure. In the event of a clinical absence/tardiness, the following policies apply:

1. Calculation/make-up of clinical absences.
 - To evaluate attainment of course competencies, students are expected to attend and participate in all scheduled clinical experiences. Failure to meet course competencies due to lack of attendance will result in an unsatisfactory evaluation and in course failure. In the event of a clinical absence/tardiness, the following policies apply:
 - Absences greater than 30 minutes will be recorded as a missed clinical day.
 - Absences from simulated and/or observation clinical experiences are counted as a missed clinical day.
 - Clinical absences will be tracked by semester:
 - The first clinical absence will not result in face to face simulated clinical make-up.
 - The second clinical absence will require face to face simulated clinical make-up on the designated dates/times. Clinical make-up will be completed in the course that the second absence occurred. Unsatisfactory completion of make-up activities will count as another absence and will be reflected on the summative clinical evaluation tool and will affect success in the course.
 - The third clinical absence will result in clinical failure for the course in which it occurred.
2. Clinical will be pass/ fail as outlined in the clinical/ simulation evaluation tool. A passing score on the summative clinical/simulation evaluation is required to pass the course.
 - Students who met clinical objectives with one (1) or fewer Ws (working towards) marked in each clinical objective will achieve 5% total of the weighted course clinical grade.
 - Students who met clinical objectives with two (2) Ws (working towards) in any one clinical objective will achieve 4% total of the weighted course clinical grade.
 - Students who met clinical objectives with three (3) or more Ws (working towards) in any one clinical objective will receive 0% total of the weighted course clinical grade
3. Final course and clinical evaluations and/or grades cannot be recorded until all clinical requirements are met.

4. The student will verbally notify responsible clinical instructor at least one hour prior to the scheduled start time. When clinical experience is scheduled at an alternative site, the student will notify the clinical instructor if problems arise with the experience or if unable to attend any part of the scheduled time for experience.
5. The student will notify the instructor each day not attending clinical and will contact the clinical instructor the first day back to class to determine any required clinical assignments for time missed.
6. "No-call, no-show" behavior exists when students do not report for clinical at the designated time and fail to contact the instructor within 30 minutes. No call-no show constitutes patient abandonment and is a very serious situation. After the first incident in any scheduled clinical, the Dean of Nursing will be notified and the student will be issued a written warning from the Dean of Nursing. After a second occurrence, the student will be placed on program probation. A third no call-no show incident will be grounds for a one-semester suspension (pending re-entry seat availability) from the Nursing program. After any occurrence, a filing will be made to the college judicial officer for Academic Misconduct. Definitions of probation and suspension can be found in the DMACC Academic Misconduct Policy (ES4670). No-call, no-show is subject to the missed clinical policy.
7. Tardy will be tracked by semester and is defined as arrival to the clinical unit after the scheduled time. If you arrive late to clinical (less than 30 minutes), it is your responsibility to contact your instructor upon arrival. Your arrival time will be documented as the time you make face-to-face contact with your instructor. The below mentioned are applicable to clinical and simulated clinical.
 - *1st time*- Clinical instructor to communicate with lead instructor. Student will be reformed of tardy policy and the tardy will be documented by the clinical instructor on the clinical evaluation tool.
 - *2nd time*- Clinical instructor to communicate with lead instructor. The lead instructor or course faculty will complete a SAPFS and notify the campus chair. The course faculty and campus chair will meet with the student.
 - *3rd time*- The lead instructor will notify the campus chair that clinical make-up is required in alignment with the clinical absence policy; The lead instructor or course faculty will complete a SAPFS. Faculty will file Academic Misconduct, selecting violation of program policy. This will route to the Dean of Nursing for follow up.
 - *4th time*- Dean of Nursing to be notified by Campus chair. Upon review from the Dean of Nursing, progression of academic discipline could include but is not limited to clinical failure, course failure, and/or semester suspension.
8. Students are expected to be present in the clinical agency during all assigned clinical times, including lunch. Students who must leave an agency for an emergency must have instructor permission, sign-off on their client care, and report off to their co-assigned nurse. Arrangements for returning to clinical that day must be made with the instructor.

Clinical Cancellations

1. In the event of inclement weather, students must make their own decisions regarding clinical attendance. Students must promptly notify their clinical instructor if unable to get to clinical or if delayed. Not completing scheduled clinical hours, due to weather, is still counted as an absence.
2. When DMACC cancels classes or closes after the beginning of the clinical day, faculty in conjunction with their campus chair will implement a recommendation for safe travel and safe patient care. If the college delays classes, students are to follow the directions from their clinical instructor.

3. In the event of instructor illness/absence, clinical may be cancelled. Students may not remain in the clinical area without instructor supervision. The instructor is responsible for notifying students and cooperating agency personnel of cancellations.
4. If greater than 10% of clinical hours are cancelled in any one course, the Dean of Nursing Education in collaboration with the course faculty will determine make-up requirements to meet clinical objectives.

Clinical Documentation

Students will adhere to agency-specific documentation policies in accordance with the student training provided.

Clinical Instructors

The clinical instructor is responsible for guiding the learning experience and evaluation of students. Instructors are charged with the interpretation and application of the policies outlined in the Nursing Student Policy Manual. Instructors have the right to withhold observation/enrichment activities if students require more clinical experience to meet objectives.

Clinical Participation

All nursing students will engage in clinical learning experiences as part of their educational program. Student compliance with clinical requirements is monitored regularly. Students whose compliance documentation is “incomplete,” “pending,” “overdue,” or “rejected” will not be permitted to attend clinical and will be subject to the policies outlined in the “Clinical Attendance” section of this policy manual. Students must complete requirements no later than five (5) business days prior to the scheduled clinical day.

Clinical Requirements – Health Records

Students admitted to the program are required to purchase a subscription and store their health and immunization records electronically in a medical document manager on the secured site.

At their own expense, students must obtain and keep current the following prior to clinical participation:

- A physical examination and completion of the required health forms, including Iowa Core Performance Standards, with renewal each year thereafter. A three (3) week grace period will be provided due to insurance restrictions.
- Required current immunizations or proof of prior immunization/immunity for:
 - Varicella
 - Measles, Mumps, and Rubella (MMR)
 - Tetanus, Diphtheria, and Pertussis (Tdap)
 - Hepatitis B series must be initiated prior to enrollment and completed according to vaccine administration schedule
 - Meningitis
 - COVID
 - All students are required to obtain influenza vaccination annually. The due date will be communicated to all students.
- Required immunizations or proof of prior immunization/immunity for (continued):
 - Baseline TB testing (one of the following: two-step TB skin test; t-spot blood test; or QuantiFERON gold blood test) with annual renewal of a one-step TB test, t-spot blood test or QuantiFERON gold blood test. Any lapse in renewal will result in the need for a new two-step TB test, t-spot blood test or QuantiFERON gold blood test.

If a student refuses to obtain the required immunizations and does not obtain a religious or medical waiver, the student will be ineligible for clinical experiences and will be dismissed from the DMACC nursing programs. Placement of the student is at the discretion of the clinical agency.

COVID Vaccination: In accordance with clinical affiliate policies, students assigned to all clinical areas will need to be fully vaccinated in order to participate in their clinical education. We understand your right to make individual decisions; however, we are responsible for meeting the program eligibility requirements by our clinical partners. Vaccines are required as outlined by our clinical affiliates unless otherwise exempted by law. Proof of vaccination will need to be completed and uploaded to the program medical document manager.

- Our clinical site partners require all students to be vaccinated
- Anyone who is not vaccinated or does not have an approved exemption and accommodation on file will not be able to attend clinical in nursing homes and/or hospitals and will potentially:
 - receive a failing grade in that clinical course for which you cannot complete
 - have to repeat both the corresponding theory course and the clinical course;
 - and have to apply for re-entry to the nursing/nurse aide program.

COVID and Influenza Vaccine Exemption Process:

- Any student who wishes to file a request for a medical exemption must have the Deferral from COVID Vaccination and/or Deferral from Influenza Vaccination form completed by their healthcare provider. Once completed, please complete the following [Medical Exemption Form](#) and attach your documentation to your request.
- Any student who wishes to file a request for religious exemption must complete the following [Religious Exemption Form](#).
- You must have vaccination status or an approved exemption on file before you will be allowed to attend any scheduled clinical session.

Students are required to notify clinical faculty and Campus Chair of any new or ongoing health conditions, which may pose a risk to patient and/or student safety. Any changes in health status may require additional documentation from their healthcare provider.

Clinical Requirements – Trainings/Certifications

All students must be current in the following trainings/certifications to participate in clinical.

- CPR
 - Students must complete one of the following:
 - American Heart Association BLS Provider
 - The American Heart Association Basic Life Support for Healthcare Providers Online (Part 1) and HeartCode Skills Session (Part 2 & 3)
 - American Red Cross BLS for Healthcare Provider
 - American Red Cross CPR/AED for Professional Rescuers and Healthcare Providers
 - American Safety & Health Institute Basic Life Support for Healthcare Providers
- Mandatory Reporter
 - Students must maintain current certification in mandatory reporter training which includes both child and dependent adult abuse. Training must be completed through the Iowa Department of Health and Human Services.
- Bloodborne Pathogens (BBP) and HIPAA
 - BBP and HIPAA are annual requirements. Students must complete the trainings prior to clinical participation during each year of the program. Training must be completed through Vector Solutions.
- Drug Screening
 - All students must complete and pass a required drug screening to participate in clinical experiences. Students who fail to meet drug screening requirements may be denied clinical placement and may be unable to progress in the program. Additional drug screenings may be required by clinical agencies or the Nursing Program.

Clinical Requirements – State Board of Nursing

- Background Checks – Criminal Convictions or Documented History of Abuse
- Iowa law requires that nursing education programs request criminal, child and dependent adult abuse record checks with the Iowa Department of Public Safety, Division of Criminal Investigation (DCI). If the person has been convicted of a crime, or has a record of founded child or dependent adult abuse, the Iowa Department of Human Services will perform an evaluation to determine whether the crime or founded child or dependent adult abuse warrants prohibition of participation in a clinical education experience. Criminal convictions or documented history of abuse may delay or prevent students from participating in clinical education experiences. Students unable to participate in clinical education will be unable to complete the nursing program.
- Previously Licensed Students
Students who have been previously licensed in nursing and are now entering a nursing program must be in good standing with the boards of nursing where licensed. 655 Iowa Administrative Code Chapter 2 requires that the nursing program shall notify students and prospective students that a person may not take nursing courses with a clinical component:
 - who has been denied licensure by any Board of Nursing
 - whose license is currently suspended, surrendered or revoked in any U.S. jurisdiction.
 - whose license/registration is currently suspended, surrendered or revoked in another country due to disciplinary action.

Individuals seeking enrollment or currently enrolled in nursing programs who are not eligible to take a course with a clinical component because of disciplinary action in any state should contact the Iowa Board of Nursing Enforcement Unit at 515-281-6472 as soon as possible.

[Iowa Administrative Code: Nursing Board \[655\]](#)

- Students continuing in the program are required to maintain compliance at all times.

Student Conduct in Clinical Agencies

Students must adhere to the rules of professional conduct set forth by Des Moines Area Community College and the cooperating clinical agencies/clinical learning sites. Student conduct resulting in a violation of institutional and/or a clinical agency's rules may result in sanctions by the clinical agency and/or disciplinary action, up to and including suspension by the Program or College. Clinical agencies have the right to deny participation in clinical experiences at any time for any reason. Students unable to participate in clinical education will be unable to complete the nursing program.

Clinical/Practicum Evaluations

The clinical evaluation tool is used to document the student's progress towards meeting clinical competencies for the course. The evaluation is applicable to all clinical settings where a clinical instructor is present including, but not limited to, acute care, long-term care, and community. The student is expected to retain the skills and abilities of performance criteria achieved in previous courses. A separate tool specifically designed to provide feedback to students will be utilized during all simulated clinical experiences.

Weekly formative evaluations are required for all courses with a clinical component, with the exception of the Preceptorship course. The emphasis during formative evaluations is on monitoring progress/improvement towards achievement of criteria.

Illness/Injuries

Program participation requires the ability to perform all essential functions of the student role in a safe manner. A student who becomes ill/injured during their program of study should remain at home until well or recovered and contact their health care provider (HCP) if necessary.

- Per clinical agency policies, some restrictions may prohibit clinical participation. Written verification from the HCP that the student is ready to return to class and/or clinical may be requested by the Campus Chair or course faculty.
- Short-term limitations identified by the HCP will be evaluated by the Campus Chair to determine if learning experiences can be modified to meet course objectives. If modifications are not possible, or if the limitations are prolonged, a written request for accommodation must be submitted to the Accommodations Officer. The Officer's evaluation assesses the ability of the student to meet program requirements and standards. If accommodation is denied, the student will be required to withdraw from the program.
- A student who becomes ill or injured in clinical will be responsible for the costs incurred. It is strongly recommended that students maintain current health insurance. All injuries must be reported promptly to the assigned faculty, and appropriate next steps will be followed.

Medication Administration

Students are *not* permitted to administer medications in PNN 151. After completion of PNN 151, all medication policies are subject to compliance with clinical agency policy. Students will verify, prepare and administer medications and treatments under the supervision of the instructor or licensed designee.

Personal Belongings

Due to limited space and security risks, textbooks, electronics and personal items (purses/backpacks) may not be allowed in clinical areas.

Protected Health Information

HIPAA laws and agency policies must be followed concerning use of client information. Reproductions (i.e., computer printouts, photocopies, faxes, photos, etc.) of protected health information is not permitted.

Social Networking/Social Media

Those who identify themselves as DMACC Nursing students on social media must refrain from posting any photos or information, which may be deemed to be in violation of HIPAA laws, and obscenities, profanity and/or vulgar language and images are strongly discouraged. Failure to comply with these Social Media guidelines may result in disciplinary action, up to and including, dismissal from the College.

Technology Usage in Clinical Agencies

Clinical agency computers are to be used only for clinical functions and students are not permitted to use Internet access for other purposes. Cell phones are not to be used during assigned clinical hours, including pre and post clinical conference sessions. Students may use cell phones during break periods. Students are not to make or receive any cell phone communications (voice, messages, text messages, etc.) during these hours. Any exceptions need to be approved by clinical faculty and will only be granted for short term, emergent situations.

Transportation

The student is responsible for his/her own transportation. No client is to be transported in student vehicles.

Uniform, Supplies, and Grooming Requirements

Nursing students' dress and appearance for clinical must be professional and in compliance with the standards of the cooperating clinical agencies and/or learning clinical learning site to maintain the health and safety of clients. Cooperating clinical agency policy supersedes school policy. The more stringent policy will be followed.

1. DMACC Nursing uniforms must be purchased at Valley West Uniforms. The uniform consists of royal blue pants, knee-length or longer skirt, and/or dress and scrub top with embroidered Des Moines Area Community College Nursing logo, as well as a name badge. The specifications for embroidery and name badges are on file with Valley West Uniforms. A short white lab jacket with embroidered logo is optional and may be worn with the uniform. "white, grey, black, navy, or khaki short or long-sleeved t-shirts may be worn under the royal blue top, unless otherwise directed by clinical agency policy. No waffle weave material is permitted" Uniforms must be tailored, if necessary, to avoid pant legs touching the floor. In clinical agencies which issue their own name badges, these must be worn when in the facility. Students should not wear the DMACC nursing uniform outside of clinical unless approved by nursing faculty.
2. Shoes and socks worn during clinical, simulation, and lab must be neutral colors only (navy, tan, gray, white or black). Shoes must be nonporous. Shoes that have open backs, open toes, or are of canvas material are not acceptable. OSHA requires the use of protective footwear when team members are working in areas where there is a danger of foot injuries, splashing blood or OPIM (other potential infectious materials).
3. Students are required to have a watch that measures seconds, bandage scissors, penlight, and stethoscope with bell and diaphragm functions when in the clinical area. Smart watches are allowed in clinical but must be in airplane mode. Smart watches will not be allowed during testing.
4. Students are required to bring a laptop or tablet to all simulation experiences. Laptops or tablets should be brought to clinical experiences as directed by course faculty
5. Hair must be clean, worn off the face, and controlled. Long hair must be tied or pinned back or up. No unnatural hair colors permitted. Hair accessories should be inconspicuous and neutral in color. Head coverings may be worn for cultural, religious, and/or medical purposes. Head coverings must be solid white, black or royal blue and without any adornments. Facial hair must be clean, trimmed and worn in such a manner that it will not obstruct nursing activities.
6. Makeup is to be natural/subtle. Fingernails must be short and clean, without polish or artificial nails.
7. Strong odors (i.e., poor body hygiene, tobacco, perfumes, lotions, etc.) must be avoided. Gum is not to be chewed in clinical.
8. Piercings and jewelry should be limited. All jewelry must be worn in a manner that allows for removal upon request or otherwise directed by clinical agency policy. Noncompliance may result in limited patient care opportunities and may affect evaluation methods.
9. Visible tattoos must follow guidelines of the clinical agency policy.
10. Students are not permitted to use tobacco products during clinical, simulation, or lab.
11. At times when clinical is not in session, but a student is in the clinical agency (to collect assignment, for example), students are expected to dress appropriately. Students may opt to wear the entire uniform or a white lab coat over business casual attire. Clothing must be clean and in good repair. Students should not wear denim, leisure or sportswear, shorts, miniskirts, halters, sundresses, or T-shirts with advertising or logos, which would not be clearly interpreted as professional wear. Employment uniforms cannot be worn when in the facility as a nursing student.

12. Students are expected to adhere to clinical uniform requirements during lab performance examinations. On other lab days, students may opt to wear either the nursing uniform or scrub pants paired with a DMACC t-shirt, nursing club sponsored items or solid colored shirt.

Unsafe Practice

Unsafe nursing practice is conduct which results in physical and/or emotional jeopardy of the client.

Physical Jeopardy: Any action or inaction on the part of the student, which threatens the client's physical well-being.

Emotional Jeopardy: Any action or inaction on the part of the student that threatens the client's emotional well-being.

Nursing faculty, as expert practitioners, are in the best position to judge unsafe and/or unprofessional conduct. In addition, they have a professional obligation under licensure laws to protect the client and society against potential harm. If the physical or emotional well-being of the client is in jeopardy, the student will be removed from the clinical assignment and the situation evaluated for disciplinary action. Following completion of the initial program-required drug screening, a clinical agency may require a student to undergo additional drug screening in accordance with the agency's policies and procedures. Students must comply with all clinical agency drug screening requirements as a condition of clinical placement and participation.

Persistent unsafe practice or egregious unsafe actions will result in clinical suspension and failure of the course and may result in suspension from the Program or the College. Probation or suspension for any clinical course applies to all clinical courses a student is enrolled in that term. A student who currently holds licensure in other health disciplines may be subject to disciplinary action by their licensing body based upon their conduct as a DMACC student.

If a student is dismissed from the program during a course and is ineligible to drop the course or withdraw ([DMACC Registration](#)) from the course due to college policy, the student will receive a failing grade.

Unsupervised Actions

Students are not to perform any invasive procedures such as, but not limited to, injections/venipunctures/nasogastric insertions/urinary catheter insertions, etc., on any person outside of the supervised clinical setting.

Appendices

District Nursing Program Student Information Form



DMACC Nursing Program

Student Information Form

Campus: Program/Term:

First Name: Middle Initial: Last Name: Former Last Name (if applicable): Date of Birth:

Social Security Number: DMACC ID: DMACC Email: Personal Email:

Street Address (during school year): City: State: Zip Code:

Cell Phone Number:

Additional Phone Number:

Sex: First Language is English? Race: Ethnicity:

Marital Status: Do you have dependent children?

Place of Employment: Average hours working per week while enrolled in Nursing Courses:

How many credits are you taking this semester:

If previously enrolled in another nursing program, please indicate name and location of school(s) below:

Check One:

I am:

☐ Starting the nursing program for the first time OR directly continuing into the next term of the nursing program.

☐ Re-starting the nursing program after leaving the nursing program for any reason and/or for any length of time.

Do you have a degree in a field other than Nursing? Associate Degree: ☐ Baccalaureate Degree: ☐ Masters Degree: ☐

Are you receiving some form of Financial Assistance?

Have you ever been licensed as a LPN/LVN or RN?

Name of Contact Person (other than self) in case of accident or emergency: Phone Number: Home Work

District Nursing Program Student Policy Acknowledgement Form

Student Policy Acknowledgement Form

My signature verifies that I have read and been given the opportunity to ask questions and clarify program policies and procedures as written in the Nursing Student Policy Manual. I understand that I am responsible for the information contained in the manual. I understand that failure to follow the policies documented in the manual may result in my inability to complete the Nursing Program.

DMACC Nursing Program policies include, but are not limited to, the following:

- * ☐ **Academic Progress** – progression policies which includes earning a C or above in all program courses, successful completion of all courses during, or prior to, the identified term, following procedures for change in enrollment status, and re-entry policy.
- * ☐ **Academic Standards** – including scholastic requirements and grading scale, policy for submission of late papers, test policies including test makeup restrictions.
- * ☐ **Student Rights and Responsibilities** – including class/lab/clinical preparation and attendance, standards and rules of professional conduct, safeguarding the client and self, academic integrity, uniform/dress code and clinical policies and procedures. I understand that class/lab/clinical sections may be scheduled during day, evening or weekend hours.
- * ☐ **Health and Safety** – Providing accurate and current health status information, responding according to policy in the event of an injury/exposure incident, following Standard Precaution protocols and completing clinical orientation sessions. Annually review Bloodborne Pathogens protocol.
- * ☐ **Confidentiality** – Following established policies for the protection of confidential client information, including HIPAA guidelines. Annually review HIPAA training.
- * ☐ **Accountability** – Sharing and resolving concerns in both a timely and professional manner and following the process for seeking exception to established policy. Keeping the College and Nursing Program informed of changes in contact information, checking e-mails daily.
- * ☐ **Background Checks – Criminal Convictions or Documented History of Abuse** - I understand that criminal convictions or documented history of child or dependent adult abuse may delay or prevent my participation in clinical education experiences. If I am unable to participate in clinical education, I will be unable to complete the nursing program.
- * ☐ I understand that while a student in the DMACC Nursing Program, it is my responsibility to report any criminal, child abuse, and dependent adult abuse charges pending against my record to the Director, Nursing Education on DMACC Campuses. I further authorize DMACC to conduct background checks on my record at any time during my educational program, as needed.
- * ☐ **Individuals with Criminal Convictions** - According to Iowa Code § 147.3 and 655 Iowa Administrative Code Chapter 3, the Board has express authority to review any conviction, including deferred judgment(s), of an applicant and may deny licensure to any applicant who has been convicted of a crime, which relates to the practice of nursing. An applicant is a person who has filed an application for licensure with the Board and who possesses all of the statutory requirements for the granting of a license. Persons who have not yet completed the prerequisites for filing an application, such as completion of a course of study approved by the Board, are not applicants. The Board has no statutory authority to review the conviction of a student of nursing who has neither completed the nursing program approved by the Board nor filed an application with the Board.
- * ☐ **Individuals Who May Not Take A Nursing Course With A Clinical Component** - 655 Iowa Administrative Code 2.5(5) requires that the nursing program shall notify students that nursing courses with a clinical component may not be taken by a person: a. who has been denied licensure by the board b. whose license is currently suspended, surrendered or revoked in any U.S. jurisdiction c. whose license/registration is currently suspended, surrendered or revoked in another country due to disciplinary action. I understand that if I have had any disciplinary action related to nursing licensure, I must contact the Iowa Board of Nursing Enforcement Unit at 515-281-6472. I also understand that I cannot enroll in a clinical course within a nursing program until I have contacted the Iowa Board of Nursing and notified the Director, Nursing Education at DMACC.
- * ☐ I understand and agree that if I am not accepted by an affiliated agency for a clinical experience, due to my conduct as a DMACC student (or any other reason as determined by the affiliated agency), I may be unable to complete my program of study and graduate from the nursing program. I hereby release Des Moines Area Community College, its employees, and all affiliating agencies from any liability for decisions made concerning my eligibility to participate in a clinical experience.
- * ☐ **Social Media** – Following established guidelines for the use of Social Media while enrolled in the Nursing program.
- * ☐ I understand that I am responsible for the information appearing in the College Catalog, the DMACC Student Handbook, the Nursing Student Policy Manual, in each class syllabus, and each class schedule. I understand I must adhere to Nursing Program policies and professional standards/rules as identified and will seek clarification when unsure. Failure to read the policies and guidelines and other information will not be considered an excuse for noncompliance of policies and procedures of the College or the Nursing Program.

**District Nursing Program
Standard Training Agreement with Practicum/Clinical Student**

Student Standard Training Agreement with Practicum/Clinical

DMACC Program:

Duration of Practicum/Clinical Variable between Starting Date: 8/20/2025 Ending Date: 8/25/2026

I. STUDENT AGREES TO:

- A. Conform to Program rules and standards including dress and conduct.
- B. Report to assigned practicum-clinical site promptly and regularly and notify practicum-clinical site if illness or an emergency prevents student from reporting to practicum-clinical site.
- C. Attend special seminars or related classes (as specified), and perform all assigned work.
- D. Notify DMACC Program Supervisor immediately if Student is disciplined or dismissed from the practicum-clinical site.
- E. Notify DMACC Program Supervisor of practicum-clinical site changes or concerns adversely affecting Student's educational progress.
- F. Preserve the confidentiality of patients of the practicum-clinical site and comply with all confidentiality policies and procedures of the practicum-clinical site and Des Moines Area Community College.

II. DMACC AGREES TO:

- A. Communicate regularly with practicum-clinical site and monitor Student's learning experiences.
- B. In cooperation and consultation with practicum-clinical sites, share program competencies (understandings, skills, and abilities) to be learned by Student.
- C. Grant appropriate grades and credits for successful performance.
- D. Provide insurance coverage sufficient to defend, indemnify, and hold practicum-clinical site harmless from (a) any and all claims by or injuries to others and (b) any and all claims by or injuries to Student, arising out of or related to Student's work conduct or any activities necessarily associated with this training agreement, except vehicular travel in non-DMACC vehicles.
- E. Provide insurance coverage sufficient to defend, indemnify, and hold DMACC and Student harmless from injuries to or claims by Student or any other party arising out of or related to Student's work conduct or any activities necessarily associated with this training agreement, except vehicular travel in non-DMACC vehicles.
- F. DMACC shall not engage in or allow discrimination covered by law. This includes harassment based on race, color, national origin, creed, religion, sex (including pregnancy and marital status), sexual orientation, gender identity, age, disability and genetic information. Veteran status in educational programs, activities, employment practices, or admission procedures is also included to the extent covered by law. Individuals who believe they have been discriminated against may file a complaint through the College Discrimination Complaint Procedure. Complaint forms may be obtained from the Campus Provost's office, the Academic Deans' office, the Judicial Officer, or the EEO/AA Officer, Human Resources. For requests for accommodations, the Accommodation/Section 504/ADA Coordinator can be contacted at 515-964-6857. For Title IX questions and concerns contact 515.964.6850.

III. ADDITIONAL ARTICLES, NOT INCONSISTENT WITH EITHER THE FOREGOING PROVISIONS OR PROCEDURES FOR TRAINING AGREEMENTS SPECIFIED IN DMACC'S EDUCATIONAL SERVICES PROCEDURES MANUAL IN EFFECT ON THE DATE OF THIS AGREEMENT, IF SUCH ARTICLES ARE ATTACHED HERETO AND SIGNED BY ALL PARTIES, ARE INCORPORATED BY REFERENCE THE SAME AS IF FULLY SET OUT HEREIN.

District Nursing Program HIPAA/Nursing Program Compliance Form

HIPAA Compliance

HIPAA Statement

All those in healthcare must now comply with the federal regulations of The Administration Simplification Subtitle of the Health Insurance Portability & Accountability Act of 1996 (HIPAA). This Act requires that individually identifiable patient information be disclosed on a need to know basis only. Care must be taken to minimize incidental disclosures and must disclose only minimal amounts of information necessary to accomplish the task. Students will therefore be required to meet any and all of the clinical agency's requirements as part of the clinical affiliation. HIPAA is a federal law. Penalties for wrongful disclosure include fines and/or imprisonment.

DMACC Nursing

As part of the Des Moines Area Community College Nursing Program students will participate in clinical experiences in agencies caring for patients and residents. All information that gathered to provide nursing care to patients/residents will be kept confidential. Additionally, simulated clinical experiences with static (non-electronic) manikins, electronic manikins, and standardized patients (actors) are required. Every effort is made to set up simulated clinical experiences so that they are as realistic as they can be given the limitations of the equipment and setting. We will do our best to make the simulation seem as real as possible. All events, procedures, and information must be kept strictly confidential. This includes information obtained prior to the actual simulation, information obtained during the simulation, and information obtained during the debriefing portion of the simulation. Some simulated clinical experiences are recorded to be used during debriefing and for educational purposes only. No future use of the recording will be made without the student's written permission.

Read each of the following statements carefully and initial after each one. If you have questions regarding any of the information below, discuss these with your instructor prior to signing the form. Your signature indicates that you have read this document, have had any questions regarding the information answered, you will follow the guidelines, and a breach of any of the items listed below may result in probation to dismissal from the nursing program.

Clinical agency experiences:

- * ☐ I understand that I am NOT to use any patient identifying information on school assignments. This includes, but is not limited to, patient initials, room number, date of birth, address, phone number, fax number, social security number, medical record number, name of the community in which they live, their place of employment, school they attend, or names of family members.
- * ☐ I understand that I am to look only at the medical records for the patients for whom I am providing care.
- * ☐ I understand that it is NOT permissible to look up information on a patient that I was previously assigned to care for.
- * ☐ I understand that it is NOT permissible to gather patient information for a fellow student.
- * ☐ I understand patient information, in written or electronic form, should never be visible to the public.
- * ☐ I understand I should never leave patient's computer screen up if you must leave to care for patient.
- * ☐ I understand that I am to never share my computer codes or passwords.
- * ☐ I understand that confidentiality & privacy also extends to oral communications which extend beyond the need to know for treatment &/or educational purposes.

Simulated clinical experiences:

- * ☐ I agree to engage with the manikins/standardized patients and simulated environment as if they are real.
- * ☐ I agree to maintain strict confidentiality about the details of simulated clinical experiences, the simulation scenarios, and the performance of any participant(s).
- * ☐ I understand that I am not to share information about my simulation experience with other students.
- * ☐ I agree to maintain the strictest confidentiality regarding any observations made about the performance of individuals during the simulation experience.
- * ☐ I have read and understand the HIPAA Regulations as it applies to patient/client privacy issues.

District Nursing Program HIPAA Declaration

HIPAA Declaration

HIPAA is the federal Health Insurance Portability and Accountability Act of 1996. The primary goal of the law is to make it easier for people to keep health insurance, protect the confidentiality and security of healthcare information and help the healthcare industry control administrative costs.

Have you ever been terminated from employment for a violation of HIPAA? ☐

* ☐ I declare the above to be true. Furthermore, I understand that termination from employment due to a HIPAA violation may delay or prevent my participation in clinical experiences. If I am unable to participate in clinical education, I will be unable to complete the nursing program.

NOTE: If you indicated YES above, you may be contacted and asked to provide further information.

**District Nursing Program
Student Action Plan for Success**

**Des Moines Area Community College
NURSING PROGRAM**

STUDENT ACTION PLAN FOR SUCCESS

Student Action Plan for Success (SAPFSs) are given to alert students to possible situations or behaviors that, if continued, may cause the student to fail a course and/or not be successful in the Nursing Program. SAPFSs are given for the purpose of student communication and remediation.

Part I.

STUDENT'S NAME: _____ **ID #** _____

DATE: _____

CAMPUS: ☐ Ankeny ☐ Boone ☐ Carroll ☐ Newton ☐ Urban

COURSE # & TITLE:

Part II. REASON FOR REPORT: Describe in detail the situation or reason action needed:

☐ **Clinical Attendance:** Student has missed > 10% of clinical time. Number of hours missed: _____
Student must complete all missed clinical hours and may make-up no more than 15% of total clinical hours.

☐ **Incomplete or inadequate completion of assignment**

☐ **Clinical Assignment:** Did not submit clinical evaluation within 48 hours.

☐ **Theory Assignment**

☐ **Exam, Project or Course grade**

Student's grade: _____

Comments:

Part III. ACTION TAKEN (Check one)

Requirements:	Recommendations:
☐ Referral to counselor: Counselor's name and number: _____	☐ Referral to counselor: Counselor's name and number: _____
☐ Referral to Nursing Resource Lab/other faculty mediated remediation	☐ Referral to Nursing Resource Lab/other faculty mediated remediation
☐ AAC	☐ AAC
☐ Other	☐ Other

Student Signature & Date

Instructor or Program Chair Signature & Date

DMACC Nursing Remediation Form

Please complete all sections below.

****Research your Individual Performance Profile under “My Results” tab in ATI.**

1. I struggled with the following concepts and sub-concepts:

*Information may come from your recall after exam review and/or your Individual Performance Profile.

2. I studied/prepared for this exam by doing the following:

(check each item that pertains to you and this exam)

☐ Reading prior to class

☐ Reading after class/before exam

☐ Reviewing class handouts/notes

☐ Participating in study group

☐ Asking questions to course faculty

☐ Doing NCLEX review questions

☐ Using online resources available with textbooks

☐ I reviewed a little every day

☐ I did not prepare, or I reviewed the night before the exam/day of

☐ Other (please specify)

3. I chose the incorrect answer because...

(check each item that pertains to you and this exam)

☐ Changed my answer

☐ Didn't know the content

☐ Didn't recognize keywords

☐ Didn't understand words in the question

☐ Accidentally picked the wrong answer

☐ Incorrect prioritization

☐ Misread or misunderstood the question

☐ Other (please specify)

4. Reflection and review of the content on the exam you just took.

- a. What was the concept/sub-concept in which you missed the most questions?

- b. Complete an activity associated with reviewing that concept/sub-concept.

(Suggestions: active learning template, concept map or table, 3 critical points summarizing what you've re-read on the topic, other activity. **Complete and submit with this sheet.**)

**DMAcc Nursing
Remediation Form**

5. Reflection and review of the way you studied and the test-taking strategies you utilized.

a. Which study technique/test taking strategy worked well?

b. Which study technique/test taking strategy do you need to change?

c. Which study technique/test taking strategy would you like to employ for your next exam?

*MOST of the time - Should NOT be “I’ll study more” or “I’ll do more” or “I’ll read 60 minutes every day” or something like that – need to be realistic. We are all juggling a lot right now and most of us just can’t do more. So how can you study better? Are there test taking strategies you need to review?

DMAcc Nursing Summative Assessment Adjustment Request

Deadlines are important to help you plan your work and to allow adequate time to receive instructor feedback. Exceptions can be made for unusual circumstances, if the request is handled proactively and in a professional manner.

To help support your individual needs and in light of the importance of taking care of yourself, during this 8-week course, you are provided with one (1) individual Summative Assessment Adjustment.

- “Summative Assessments” are identified on your course syllabus
- You may use this as needed, for any reason, and **without faculty preapproval**.
- The pass may be used only once per assessment. No “extended adjustments” will be granted.
- The adjustment is for three (3) calendar days. For example, if the assessment is due on Thursday, the adjustment would allow until Sunday to complete without penalty.
- Upload the Summative Assessment Adjustment Pass into assignment dropbox.
- **The Summative Assessment Adjustment Request must be submitted at least one hour prior to the due date/ time.**

Please note that an Adjustment Request **cannot** be used within three (3) calendar days of the last regular day of the course.

- Work cannot be accepted after the course ends unless arrangements have been made for an incomplete grade. An incomplete grade may impact course progression

Without the adjustment request, assignments submitted after the due date will be subject to a 10% deduction. The student will have either three (3) calendar days after the due date of the assignment, or until the last regular day of the course, (whichever comes first), to turn in the completed assignment. 10% of the total possible points will be deducted from assignments received in this three-day period. Summative assignments received after this three-day period will receive no credit and recorded as a “0”. Exams must be completed by the adjustment date or next available testing day or a “0” will be entered into the gradebook.

Please keep faculty informed of extenuating circumstances within your life. We will do our best to support your success within the structure of the course.

These adjustments are meant to help you practice self-care. There will be no extra credit assigned to students who choose not to use these assignment adjustments.

Student Name: _____

Please use this same form and fill out in its entirety. Submit this form to the drop box in Canvas at least one hour prior to the due date/ time.

You do not need approval ahead of time to use this form. The instructor will find it in the dropbox.

Summative Assessment Adjustment

Name of Summative Assessment: _____

Original due date: _____

NEW due date with adjustment: _____ **@ 11:59 PM CST**

Student Injury

If a student is injured in the classroom during the course of instruction, please follow the following steps:

1. **Emergency Care:** In the event of an emergency, call 911 or encourage the student to seek immediate treatment at the nearest emergency facility.
2. **Report Work-Injury:** Immediately report the injury through the Omnigo Incident Reporting system.

Click the following link:

[DMACC Incident Reporting](#)

Student Learner Success Contract

The below form is modified for each learner



Nursing Student Success Contract

For Student Re-Entry

Excerpt from NSPM p.30:

A student may repeat one (1) PNN nursing course and one (1) ADN nursing course. The AAS degree must be conferred within five (5) years from the start of the plan of study (PNN 108).

Any student needing more restart attempts, or who cannot complete the plan of study within five years, will need to restart the program. **Program restart will require meeting current catalog admission criteria.** If a student is unsuccessful in more than one (1) ADN course and is needing to restart, the student must meet advance-standing admission requirements and re-enter term 3 (ADN 110 and ADN 180) as an advanced standing student.

All students repeating a course, or restarting the program, will be required to establish a learner success contract prior to re-admission.

Student Information

- Name: [Student's Name]
- Program: Nursing
- Date: [Insert Date]

Purpose

The purpose of this contract is to outline the terms and conditions for the re-entry of [Student's Name] into the nursing program. This contract aims to ensure the student's academic success and provide a structured plan for improvement.

Goals

- Successfully complete all required coursework and clinical hours.
- Maintain a minimum class passing standard of 78%.
- Attend all classes and clinical sessions punctually and consistently.
- Engage actively in all learning activities and seek help when needed.
- Develop effective study habits and time management skills.

Student Responsibilities

- Attend all scheduled classes, labs, and clinical sessions.
- Complete assignments and exams on time.
- Actively participate in class discussions and group activities.
- Seek assistance from instructors, advisors, and tutors when needed.
- Maintain a professional attitude and adhere to the institution and program code of conduct.
- Utilize available resources such as the library, study groups, and academic support services.

Institution Responsibilities

- Provide a supportive learning environment.
- Offer academic advising and tutoring services.
- Monitor the student's progress and provide timely feedback.
- Ensure access to necessary resources and materials.
- Facilitate communication between the student and faculty.

Monitoring and Evaluation

- Regular meetings with academic advisors to discuss progress.

- Evaluations as outlined in course syllabi to assess academic performance.
- Feedback from clinical instructors on practical skills and competencies.
- Adjustments to the success plan based on ongoing assessments.

Consequences

Failure to adhere to the terms of this contract may result in:

- Loss of re-entry privileges
- Inability to progress
- Academic probation and/or disqualification
- Dismissal from the program

Agreement

By signing this contract, [Student's Name] agrees to comply with the terms and conditions outlined above for re-entry into the nursing program.

- Student Signature: _____
- Date: _____
- Dean of Nursing Education Signature: _____
- Date: _____