

reVISION

Action Grant

2021-2022

Application

Submitted by:



Northwest Public Schools

NW

OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION

NEBRASKA DEPARTMENT OF EDUCATION

500 S. 84th Street, Lincoln, NE 68510



General Information

Section 1: Application Overview

In the Grand Island Metropolitan Statistical Area (MSA), which includes Hall, Merrick, Howard and Hamilton counties, there is a tremendous need for Certified Nursing Assistants (CNAs). There are 26 Nursing and Residential Care facilities in the Grand Island MSA. According to the Nebraska Department of Labor, Labor Market Information, Quarterly Census of Employment and Wages, Nursing Assistants make up 35% of the total employment for these health care facilities. This does not include the need for CNAs at the three major hospitals in Grand Island, CHI St. Francis, VA Nebraska-Western Iowa Health Care System, and the Grand Island Regional Medical Center (GIRMC), along with the 447 listed establishments in the Health Care and Social Assistance category included in the Nebraska Department of Labor Report for the Grand Island MSA.¹

When surveyed in the fall of 2020, 47% of Northwest students responded that they are interested in the Health Science Career Fields. According to the NE Departments of Labor, Education, & Economic Development H3 (high demand, high wage, high skill) report for Grand Island MSA, Registered Nurses and Licensed Practical/Licensed Vocational Nurses are two of the top ten occupations with Registered Nurses at #2 and Licensed Practical & Licensed Vocational Nurses at #7. The H3 report for Nebraska lists 1,600 annual openings for Registered Nurses and 1,851 annual openings for Nursing Assistants. The H3 report also includes a projected 11.6% increase in employment openings for Registered Nurses, a 15% increase for Licensed Practical & Licensed Vocational Nurses and a 12% increase in openings for Nursing Assistants by 2026 in Nebraska.²

The funds from the reVISION Action Grant would allow Northwest Public Schools to improve and expand our career technical education (CTE) program to align with Nebraska's economic priorities and workforce demands in two ways. Our primary focus is to create a state certified site for a Certified Nursing Assistant course that allows us to complete the Therapeutic Certificated Services Program of Study. Students completing this program of study who choose to enter the workforce or continue their post-secondary education in the health field will help meet the need for more health service providers in our community, this grant will support the workforce pipeline to provide adequate health services in our region.

¹ Nebraska Department of Labor, Labor Market Information, Quarterly Census of Employment and Wages, April 18, 2021 compiled by Jodie Meyer, Research Analyst II, Nebraska Department of Labor
<https://docs.google.com/spreadsheets/d/1VJ6jpF0Bb24rkW84VK-naYyFYdO5wrQ1GlinjAmPe7g/edit?usp=sharing>

²Wages from Occupational Employment Statistics, 4th Quarter 2017. Annual openings from 2016-2026 Long-term Occupational Projections. Produced by the Nebraska Department of Labor, Office of Labor Market Information.

We have been working to partner with Central Community College-Grand Island campus in conjunction with Centura Public Schools, Wood River Public Schools, and Grand Island Central Catholic to use their facility for a CNA course for our students. We have finally come to a working agreement for this upcoming school year, however, the number of students we can serve is very limited because the facility is only available on Fridays. For the 2021-22 school year, we can only serve five students from each of the four schools, ten in the morning session and ten in the afternoon session according to CCC's guidelines. At Northwest High School, we had a high number of junior and senior level students interested in this course. This grant will allow Northwest High School to purchase the equipment and supplies needed to furnish a certified site on our campus for a Nurse Aide Training Program. More students will be able to participate in the program. Having the CNA course on site will allow greater flexibility with scheduling, giving us the option of multiple sections of either semester or full year classes to meet the required 76 hours of training. Providing access to the CNA course to all NWHS students, and students from schools in the surrounding area will help to expand the pool of qualified workers in our region; it will give those who want to enter the workforce while in high school or upon graduation the skills they would need to successfully find employment, and for those who want to continue their education in a health field a head start.

Additionally, the grant funds will allow Northwest Public Schools to update current Health Science programs with the purchase of an Anatomage Table Clinical. The Anatomage Table Clinical will transform how we teach Anatomy and Physiology, PLTW Principles of Biomedical Science and PLTW Medical Interventions classes as well as the other Health Sciences classes we offer allowing students to experience real human scans, utilizing an interactive touch screen and 3D visualization software to dissect the cadaver layer by layer, structure by structure. A study from the University of Nebraska Medical Center showed 96% of students felt that the Table was advantageous to show their learning.³ Table Clinical's contents and features will provide our health science instructors the resources they need to prepare students for their future in a health science career.

Section 2: Key Objectives

Northwest Public Schools is dedicated to providing a data-driven Career and Technical Science Program that aligns with the local workforce needs while providing students with work-based opportunities that will prepare them for life beyond high school.

³Table Alpha Brochure.pdf Retrieved April 21, 2021

<https://www.mavericsolution.com/Documents/Table%20Alpha%20Brochure.pdf>

Goal 1: Aligned CTE Programs

2018 to 2028 Long-term Industry Employment Projections for Grand Island MSA forecasts that Health Care and Assistance will grow by 18%.⁴ This is the largest increase of all industries listed in the report. According to the Quarterly Census of Employment and Wages (QCEW), currently there are over 7,800 employees in the Grand Island MSA in the Health Care and Social Assistance, Hospital, and Nursing and Residential Care Facility industries. The workforce needs in the health field are on the rise, and positions are becoming more difficult to fill. Based on H3 2018-2028 data and the Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020 report for the Grand Island Metropolitan Area,⁵ the need for Registered Nurses will increase by 18% by 2028. Our Perkins V Consortia has prioritized Health Science as a regional workforce need. Based on this data, and data from student interest polls and Nebraska Career Connections we know we need to extend our Health Science offerings.

Northwest currently offers the following courses: Intro to Health Science, Anatomy and Physiology and Intro to Sports Medicine, which completes the Life Span Performance Program of Study. We also offer Project Lead the Way (PLTW) Introduction to Biomedical Science, and PLTW Medical Interventions. For the 2021-22 school year we will be adding Medical Terminology. The funds from this grant would allow us to add the Certified Nursing Assistant, the capstone course for the Therapeutic Certificated Services Program of Study, on site at Northwest High School. The funds would also allow us to purchase the Anatomage Table Clinical which will give our students an interactive dissection experience to explore the real human anatomy on four fully segmented cadavers (two male: two female).

Colleges and universities are now requiring students to have successfully completed a CNA course before being accepted into their nursing programs. The funding from the reVISION Action Grant would allow us to create a site on our campus. An on-site CNA location will allow us to offer this course to all students who may be interested in becoming a Certified Nurses Assistant. Offering this course in a high school setting not only allows for greater flexibility in scheduling but also creates a setting where all students can be supported to successfully complete the required 76 hours of training and exam to become certified. Our primary goal is to provide the opportunity for all interested students at Northwest High School to have access to and complete the CNA course, therefore, providing Grand Island and the surrounding area a skilled nursing assistant workforce to meet the demanding needs.

Many major medical schools and hospitals use the Anatomage Table, which is a full life-size table, the smaller version, Table Clinical, will give our high school students the same type of

⁴Long-term Occupational Projections, 2018-2028 with High Wage, Skill, and Demand (H3) Indicators - Grand Island MSA, Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, July 2020

⁵Skill and Demand from 2018-2028 Long-term Occupational Projections, July 2020, Wages from Occupational Employment Statistics, 1st Quarter 2020 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

experiences they would receive in college. Having access to the table in high school will not only better prepare them for post-secondary study in the healthcare field but will also excite and engage students as well as build their confidence to pursue higher education in the health sciences.

Goal 2: Work-Based Learning

We believe that every student upon completion of Northwest High School shall be prepared to pursue his or her career goals, regardless the path they choose: career, technical school, or college. We believe it is important to ensure students have a variety of opportunities to participate in work-based learning ranging from job shadowing to paid

According to Gallup, business leaders value an internship or work based experience more than grades or college major.⁶ Work-based learning helps student learners: strengthen academic, technical and career readiness skills; explore career options; enhance personal finance knowledge and skills; foster positive relationships with adults; observe all aspects of a company's operation; and develop an awareness of the requirements of careers so they can effectively plan postsecondary and career pursuits.

Based on the community engagement meeting from our previous reVISION process we know our stakeholders value work-based learning. They want our students to enter the workforce with career readiness skills as well as the ability to build relationships with adults.

Currently juniors at Northwest have the opportunity to participate in job shadowing through the Career Essentials class which is an elective. Students in this class have a two-period block where they alternate time in the classroom working on career readiness skills and sharing their work-based experiences with two weeks in a job shadow experience. Students typically experience these job shadowing opportunities four to five times per semester. As seniors, students can set up their own job shadowing and internship experiences through our Career Exploration course. Our counselor has established some paid internships for students in the manufacturing pathway with Chief Industries and Case New Holland which could lead to full time employment for those students upon graduation. Northwest also allows seniors to work during school hours through our Cooperative Education program.

The funds from this grant will allow us to expand our current job shadowing and internship opportunities in the health science fields by partnering with local nursing and residential care facilities and hospitals. Because we will have greater flexibility with scheduling by offering the course on our campus, students who have earned or who are in the process of earning their nursing assistant certification will have more opportunities to seek job shadowing, internships and/or paid employment while still attending high school during the school day as well as outside school hours.

⁶*Work-Based Learn Strategies Overview. (n.d.) Retrieved April 21, 2021 from <https://www.education.ne.gov/workplace-experiences/phase-3-work-based-learning-strategies-overview/>*

This will not only contribute to filling the gap in the healthcare industry but will help our students make informed decisions if they choose to pursue a career in the health sciences beyond high school.

Summary: Northwest Public School is working towards aligning our CTE courses with workforce needs in our community, state and nationwide. Based on analyzed H3 reports, our regional Perkins V needs assessment, our local needs assessment, community engagement data and student interest data there is a high interest and a high need for a skilled workforce in the health science field. Although we have been able to partner with Central Community College-Grand Island campus to offer a CNA course to our students, the number of students who can participate is very limited compared to student interest in the program.

The funds acquired through the reVISION Action Grant will allow us to serve more of our students and strengthen our health science programs. The ability to create a Certified Site for a Nurse Aide Training Program will allow all interested students access to the course and will increase the likelihood of successful completion of the course. The addition of the CNA course will help prepare our students to join the workforce with the skills they need for employment and lay the foundation for those students who plan to pursue a post-secondary education in a health field. Work-based experiences gained at local nursing and residence homes as well as those at CHI St. Francis and the Grand Island Regional Medical Center will arm students with the information, they need to make informed decisions about their future.

Access to the Anatomage Table Clinical will offer students a hands-on and immersive health science occupation experience. The experience gained through the use of the Anatomage Table Clinical will give students background knowledge for coursework beyond high school and give students the confidence to pursue a H3 health science career.

The Grand Island community not only recently opened a new hospital, Grand Island Regional Medical Center, but will also be home to a new Tabiatha Senior Living Center which will be built next to GIRMC. The need for health care in our community is growing, the addition of the Certified Site for a Nurse Aide Training Program at our school, and the addition of the Anatomage Table Clinical will ultimately lead to more students interested in the health science field which will fill the increase in need of the healthcare workforce.

Section 3: Project Activities

Project Activity 1: Furnish a classroom with the equipment and materials necessary for a state certified site license to offer a Certified Nursing Assistant Course on our campus.

Recent student surveys along with data from Nebraska Career Connections shows our students have a high interest in the health science field. A more specific poll asking juniors and seniors if they were interested in completing the CNA course showed we have about 50-60 students interested, however through our partnership with Grand Island Central Community College next year, we can only serve 5-10 students.

With the funding from this grant, we plan to purchase the Nurse Aide Training Supplies and Equipment required by the Nebraska Department of Health and Human Services. We plan to purchase enough equipment to create three to four nursing stations in order to accommodate classes sizes of 12-16 students. This course could be offered multiple times during the week or multiple periods throughout the school day to accommodate up to 48-64 students during the school year. If this is a yearlong class, students could job shadow or complete an internship on the days they do not have training. In order to offer this capstone class for the Therapeutic Certified Services Program of Study we will designate a classroom to house the required equipment. We would plan to implement the capstone CNA course on site at the beginning of the 2022-2023 school year.

Project Activity 2: Purchase the Anatomage Table Clinical to enhance our Health Science Programs of Study

The implementation of the Anatomage Table Clinical will allow for innovative, engaging and authentic tasks for students to experience through the interactive 3D visualization of the human body which allows students to manipulate a real human cadaver. The Table Clinical will be an effective learning tool for students as they study the human body systems and structures in Anatomy and Physiology, Medical Terminology, PLTW Principles of Biomedical Science and PLTW Medical Interventions.

Table Clinical, features a portable 4'x3' monitor, and offers the same background functionality of both the Convertible and Standard Anatomage Tables, simply on a smaller footprint. Table Clinical features full high-resolution 3D animal and real human anatomy on four fully segmented cadavers (two male; two female). By utilizing a touch interactive screen and sophisticated 3D anatomy visualization software, students can rotate the virtual body and cut in any direction. The freehand dissection tool enables students to make incisions in any way or shape anywhere on the cadaver and remove structures layer-by-layer, and structure-by-structure. The Anatomage Table Clinical's Digital Library contains over 1500 MRI/CT case studies, including interesting medical pathology cases, associated histologies, and our Quiz/Tournament mode for study and testing purposes. Based on our student survey data, 47% of students responding are interested in a health science career, the Anatomage Table Clinical will provide a medical school lab experience that will build student confidence to enter the health science field after graduation.

Evaluation:

The CNA course will align to the Nebraska CTE Nursing Assistant Course based on these standards and benchmarks.

- Standard 1. Students will know the academic subject matter required for proficiency within their area. They will use this knowledge as needed in their role. (Benchmarks 1.1-1.3)

- Standard 2. Students will know the various methods of giving and obtaining information. They will communicate effectively, both orally and in writing. (Benchmarks 2.1-2.5)
- Standard 3. Students will understand how employability skills enhance their employability skills and will maintain and upgrade skills, as needed. (Benchmarks 3.1-3.2)
- Standard 4. Students will understand the legal and ethical responsibilities, limitations, and implications of their actions within the healthcare delivery setting. They will perform their duties according to regulations, policies, laws and legislated rights of clients. (Benchmark 4.1-4.5)
- Standard 5. Students will understand the existing and potential hazards to clients, co-workers, and self. They will prevent injury or illness through safe work practices and follow health and safety policies and procedures. (Benchmarks 5.1-5.4)

The Anatomage Table Clinical will align to the NCCRS-Science Plus Standards for Anatomy and Physiology, and the National Health Standards cited for the PLTW Principles of Biomedical Science and PLTW Medical Interventions courses and the following Nebraska CTE standards in Medical Terminology.

- Standard 3: Anatomical Terms Students will define anatomical terms. (Benchmarks 3.1-3.4)
- Standard 4: Human Structure & Function Students will identify, articulate, interpret and accurately spell medical terms related to the anatomy and physiology of body systems. (Benchmarks 4.1-4.2)
- Standard 5: Medical Applications Students will understand medical terms relating to pathology, surgical and diagnostic procedures. (Benchmark 5.1)

As an added bonus, the Anatomage Table Clinical also contains animal anatomy which will give us the ability to enhance our Animal Science and Veterinary Science classes. According to Long-term Occupational Projections, 2018-2028 with High Wage, Skill, and Demand (H3) Indicators - Grand Island MSA, the need for additional veterinarians will increase by 13% by the year 2028.

On-going methods of evaluation such as written examinations, student presentations and competency demonstrations will be used throughout the CNA program. Data based on proficiency of the demonstration of tasks will be used to adjust instruction to ensure students are acquiring the knowledge and skills they need to be successful on the written or oral examination at the end of the course. This data will also give us evidence on the successful transition from one course to the next in our Therapeutic Certificated Services Program of Study.

Data regarding the successful completion of the competency exam will be compiled and analyzed yearly to allow the instructors to make any necessary adjustments to ensure student success.

The Anatomage Table Clinical can also be used as an assessment tool. The Table's built-in quiz mode allows teachers to drop pins and create testing material for lab practicals, assignments, and examinations. The Table's video out functions can be utilized in classrooms through the connection to projectors, or in small groups with multiple external monitors. Students can form small groups to collaborate while answering questions and take quizzes using pre-loaded cases. Immediate feedback allows students to take ownership of their learning. Data from these assessments will be used to monitor and adjust instruction to increase student learning outcomes.

Successful placement of students in health-related job-shadowing or internship experiences while in high school is another area to be evaluated. Work-based learning experiences will be logged by students each year, data will be gathered and analyzed to ensure our students are participating in a variety of health-related work-based learning opportunities. We will also use this data to grow partnerships with the area hospitals and Nursing and Residential Care Facilities. We will know if adding the capstone CNA class to our Health Science programs has been a success if our students are able to gain employment upon graduation or choose to continue education in H3 health science careers. This data will be collected through student and alumni surveys.

Sustainability

The grant funds will allow Northwest Public Schools to purchase the equipment and supplies needed to create a site that meets the Department of Human Health regulations for a Certified Nurse Aide Training Program. The CNA course will be sustained through Northwest Public School's commitment to maintain this site along with the equipment and supplies that are necessary for the program. Northwest Public Schools will be financially responsible for maintaining, updating and replacing equipment as needed to guarantee this program continues. Northwest Public Schools will also continue to fund RN salaries and benefits.

Primrose Residential Community, CHI St. Francis and GIRMC allow our students to job-shadow, as more students have the opportunity to successfully complete the CNA course those job shadow experiences have the potential to grow into paid internships, which is our ultimate goal. Our work-based learning partnerships in the Grand Island MSA will continue to grow. We will seek new partnerships with area Nursing and Residential homes and hospitals to close the gap and fill the demand for Certified Nursing Assistants in our community and surrounding area. There will always be a need for skilled nursing assistants in our community.

Northwest Public Schools will be responsible for maintaining and updating the Anatomage Table Clinical as new software updates are released. Northwest will also ensure that there will be professional development opportunities for all teachers utilizing Table Clinical beyond the initial training. This will allow for opportunities for the teachers to continue to learn how to utilize all of the programs within the table for a more effective implementation.

Section 4: Commitment & Capacity

The Perkins V reVISION Action Grant leadership team will consist of:

- Dr. Jeffrey Edwards, Northwest Public Schools Superintendent,
- Jeanette Ramsey, Director of Teaching and Learning
- Tim Krupicka, High School Principal
- PJ Smith, Assistant High School Principal
- Scott Johnson, Biology Teacher, Health Sciences/Career Teacher
- Derek Lindsey, Health Science CTE teacher
- Andy Manhart, Counselor, Northwest High School
- Lori Merritt, Counselor, Northwest High School

Advisory Council Members:

- Angie Friesen, MSN/MBA RN, Clinical Educator, Grand Island Regional Medical Center
- Tammy Kuhl, LPN School Nurse Northwest High School
- Carrie Keene, Nebraska Department of Labor, Grand Island
- Tonya VanPelt, Executive Director, Primrose Residential Community
- Stephani Balcom, Parent, Clinical Laboratory Scientist, Grand Island Regional Medical Center
- Stacey Van Pelt, People Development Coordinator at Tiffany Square Rehabilitation

The two governing bodies (leadership team and advisory council) will ensure grant funds will be used to create a state approved Nurse Aide Training Program on the NWHS campus to achieve our goal of increasing the number of students who graduate high school with Certified Nursing Assistant qualifications. Our advisory council will work with the leadership team to provide internships for our students while they attend high school. The governing bodies will meet bimonthly to collaborate on expanding our internship opportunities through networking with nursing and residential care facilities as well as area hospitals. The team will also monitor the progress of our program, analyze collected data and adjust as needed in order to meet the needs of our students and our community.

Healthcare professionals make up the majority of the advisory committee. They are passionate and excited about the opportunity to work together on this endeavor as they struggle to fill openings for certified nursing assistants and registered nurses in their facilities. Earning a CNA certification while in high school will give students a head start as they begin their post-secondary careers in the healthcare field. The demand for registered nurses is on the rise. Our graduates will have a greater chance of acceptance into a nursing program in their future which could eventually lead to a high wage, high skill, high demand career in an area of great need in our community.

Appendix A Budget

Activity Budget

Activity Budget: Activity # 1		
Expenditure	Unit Cost	Total
Salaries – Specified by Position (Object Code 100)		
100 - Employ 2 RN's to instruct the CNA Course 2 hours per day	\$36,000 (in-kind)	\$36,000 (in-kind)
	<i>Subtotal</i>	\$36,000 (in-kind)
Employee Benefits – Specified by Position (Object Code 200)		
FICA, Retirement	\$6,480.00 (in-kind)	\$6,480.00 (in-kind)
	<i>Subtotal</i>	\$6,480.00 (in-kind)
Supplies — including Operational Equipment - (Object Code 600)		
Training Supplies and Equipment as identified by the Nebraska Department of Health and Human Services. to furnish four stations.	\$49,396.00	\$39,200.00 \$10,196.00 (in-kind)
	<i>Subtotal</i>	\$39,200.00 \$10,196.00 (in-kind)
	ACTIVITY TOTAL	\$39,200.00 \$52,676.00 (in-kind)

Activity Budget: Activity # 2		
Expenditure	Unit Cost	Total
Capital Assets - (Object Code 700)		
Anatomage Alpha Virtual Human Dissection Table - Table Clinical	\$60,800.00	\$60,800.00
	<i>Subtotal</i>	\$60,800.00
	ACTIVITY TOTAL	\$60,800.00

Budget Summary

Budget Summary			
		Grant Funds	In-Kind
Salaries (Object Code 100)			
Activity 1	100 - Employ 2 RN's to instruct the CNA Course 2 hours per day		\$36,000
Employee Benefits (Object Code 200)			
Activity 1	FICA, Retirement		\$6,480
Professional & Technical Services (Object Code 300)			
Other Purchased Professional Services (Object Code 400/500)			
Supplies & Materials/Operational Equipment (Object Code 600)			
Activity 1	Training Supplies and Equipment as identified by the Nebraska Department of Health and Human Services to furnish four stations.	39,200	10,196
Capital Assets (Object Code 700)			
Activity 2	Anatomage Table Alpha Virtual Human Dissection Table - Table Clinical	\$60,800	
Grand Total		\$100,000	\$52,676

Appendix B

Letters of Support

1. Ken Terry, MS, Administrator - Grand Island Surgery Center
2. Angie Friesen, MSN/MBA, RN - Clinical Educator - Grand Island Regional Medical Center
3. Randy Kissinger, CLSSYB - Regional Reemployment Services Manager, NE Dept. of Labor
4. Cinda Ritchie, ARPN, GNP-BC - Nebraska Department of Veterans' Affairs, Central Nebraska Veteran's Home
5. Stephanie Balcom, NWPS Parent, Clinical Laboratory Scientist - Grand Island Regional Medical Center
6. Stacey Van Pelt - People Development Coordinator, Tiffany Square Rehabilitation and Care Center

GRAND ISLAND

surgery center

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4/26/2021

Ken Terry MS

Administrator, Grand Island Surgery Center

Grand Island, NE 68803

To whom it may concern,

It is my pleasure to write a letter in support of the Northwest High School reVISION grant to create a Certified Nursing Assistant program. I believe this grant would increase job opportunities as well as improve the quality of educational opportunities at Northwest High School.

Grand Island Surgery Center is working with students from Northwest High School in the Health Sciences track that is currently in place. In my 11 years as the Grand Island Surgery Center Administrator, we have provided students the opportunity to job shadow doctors, nurses, and office staff. The proposed CNA program would give high school students the opportunity to start their career in the healthcare field. The CNA program will provide them a quality career at that level or get them on the track to higher education in the nursing and/or medical field.

This program allows students hands-on experience in the medical field and can spark an interest in healthcare that will help them pursue careers in the wide field of medicine, healthcare, and the many careers surrounding healthcare workers. These students will be an asset to our community as they will give our local medical community a quality pool of future healthcare workers to serve our community, not only in the workforce, but also the community as a whole.

I see this grant as having a positive impact on our students, our healthcare system, and the community of Grand Island.

Respectfully Submitted,

Ken Terry MS

Grand Island Surgery Center



April 20, 2021

Grand Island Regional Medical Center
3533 Prairieview Street
Grand Island, NE 68803

To Whom it may concern:

I am pleased to write this letter on behalf of Grand Island Regional Medical Center in support of Grand Island Northwest Schools application for the reVISION Action Grant. As a nursing instructor at Central Community College as well as an educator for acute care clinical staff currently at GIMRC, I am highly aware of the need to introduce healthcare career opportunities to high school students, especially in our tri-city area. With the ever-growing challenge of nursing shortages, it is imperative that we provide adequate learning environments early on to encourage confidence in students to enter nursing schools as well as other healthcare positions. This is critical to grow the healthcare workforce in our area.

Presently, in order to even enter nursing school, students must have their Certified Nursing Assistant certificate. There are limited resources currently in the Grand Island area to be able to conduct these classes and this grant would give GINW the ability to purchase the equipment necessary to offer the course with more flexibility for their students. The ability to have the required equipment is imperative to providing an excellent learning environment in order to produce competent CNAs that can join the workforce immediately in Long Term Care facilities specifically. It also gives them the readiness, foundation and experience needed for nursing school, as well as other medical professions.

As a new facility, GIMRC appreciates the ability to be community partners with schools in the area in order to provide training as well as utilize it as a recruiting opportunity to encourage students to stay home to help make up Grand Island's workforce. For our community to be able to provide adequate health services, it is crucial that we have the workforce to carry out that task. Although I appreciate the experience I had working in Lincoln and Omaha early in my career, there is nothing better than having the ability to care for people or family and friends of persons that you know personally. It helps ease the anxiety of the patients and their loved ones and it provides to a workplace where likely everyone knows someone that they work with which bids for a quality work environment.

This can only occur if we provide quality educational opportunities in our area, so students do not have to go outside of Grand Island to receive it and then end up moving away due to limited resources or lack training in their hometown. I am excited to see GI Northwest providing the Health Science Pathway not only for their students, but also for the future local workforce. This grant would help them achieve their goal of increasing the number of students they can educate with a more flexible schedule which is crucial in today's busy world. Grand Island takes pride in taking care of their own and with this grant, GINW would be an integral piece of that process.

Sincerely,

Angie Friesen, MSN/MBA, RN
Clinical Educator
Grand Island Regional Medical Center

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR

April 20, 2021

Jeanette Ramsey

Director of Teaching and Learning, Northwest Public Schools
2710 N North Road, Grand Island NE 68803 | Fax 308 385-6393

Letter of Support. Revision Action Grant for Capstone C N A

The Nebraska Department of Labor - American Job Center in Grand Island Nebraska is in support of the Grand Island Northwest High School effort to offer a capstone experience of Certification within their Health Science Pathway through the reVISION Action Grant.

Grand Island Northwest High School has been active in the revision process for multiple years building curriculum and pathways with the goal to improve, modernize, and expand career and technical education (CTE) programs that align with Nebraska's economic priorities and workforce demands.

The C N A certification is another effort that will assist the current healthcare professional shortage by providing short term certifications for those seeking immediate employment upon graduation, and employment opportunities as individuals pursue further healthcare careers and education.

The need for medical employees and this certification has been identified through the reVISION action steps developed and identified throughout the revision process involving local and regional CTE assessments.

This action grant is part of a larger effort by Grand Island Northwest for transformational change and school improvement that is aimed at addressing the strategic priorities of Nebraska CTE. Health services in our region have been designated as a targeted pathway that provides High Wage, High Growth, and High Demand employment opportunities.

The American Job Center in Grand Island Nebraska is dedicated to assist our educational partners in supporting educational opportunities, curriculum, and certifications that address the labor market needs of our regional area.

Respectfully Submitted



Randy Kissinger, CLSSYB

Regional Reemployment Services Manager
Nebraska Department of Labor

John Albin, Commissioner
Department of Labor

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NEBRASKA

Good Life. Great Sacrifice.

VETERANS' AFFAIRS

Pete Ricketts, Governor



April 23, 2021

Dear Grant Review Committee:

This letter is offered in support of Grand Island Northwest Public Schools' application for the reVISION Action Grant.

I have personal knowledge of Northwest's commitment to the achievement of its students as well as to the improvement of the community and rural Nebraska. Northwest's proposed project offers students interested in health sciences the opportunity to graduate from high school with a nursing assistant certification. The project directly focuses on work-based learning opportunities that affect Northwest students as well as the tri-city communities (Grand Island, Hastings, Kearney).

My recommendation for grant approval is also based on more than 25 years of healthcare experience including work as a certified nurse aide, registered nurse, and advanced practice registered nurse. I am also board-certified in gerontology and have been privileged to serve our nation's veterans at both the state and federal level. I have first-hand knowledge of the shortage of healthcare workers in rural Nebraska. This is particularly concerning in long-term care where a dearth of nurses and nursing assistants impairs the quality of care and over-all well-being of the elderly. On behalf of the Central Nebraska Veterans' Home (CNVH) we look forward to continuing our relationship with Northwest Public Schools' and invite students who achieve certification to further their work experience with CNVH.

We commend Grand Island Northwest Public Schools for recognizing a growing need for its students, the community, and State of Nebraska and heartily support the application for the reVISION Action Grant. Please feel free to contact me at (308) 865-3462 if additional information is needed.

Sincerely,

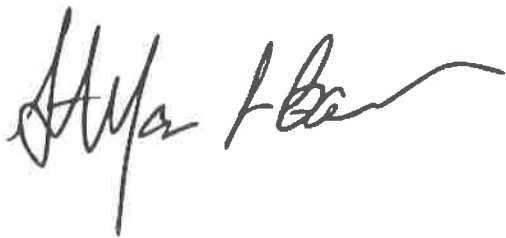
A handwritten signature in cursive script that reads "Cinda K. Ritchie".

Cinda K. Ritchie, APRN, GNP-BC
Nebraska Department of Veterans' Affairs
Central Nebraska Veterans' Home

Stefanie Balcom
3565 Graham Avenue
Grand Island, Nebraska
68803

My name is Stefanie Balcom. I am a Clinical Laboratory Scientist with 21 years of medical experience, 17 of those years in Grand Island, beginning at CHI St. Francis, and currently I work in the lab at Grand Island Regional Medical Center. Though I am not a nurse, I worked as a CNA while putting myself through college. The medical experience and exposure to all parts of the healthcare field I received while working as a CNA helped me to discover the medical path that was right for me. I believe a training grant like this will allow others to begin working in the healthcare field and expose them to the breadth of medical careers available. Nearly every field in healthcare is experiencing shortages, I have seen this at both of my jobs I've held in Grand Island. Adding more CNA's to the workforce would be very helpful in this community.

In addition to being a medical professional, I am also the proud parent of a current Northwest Viking (and 3 more behind him). Though my oldest is not interested in the medical field, I feel that having this opportunity available for my younger children, and their classmates, would help them take the first step into healthcare as a field of study and possibly the first step toward a rewarding medical career.

A handwritten signature in black ink, appearing to read 'Stefanie Balcom', with a long, sweeping horizontal line extending to the right.

Stefanie Balcom
Clinical Laboratory Scientist

TIFFANY SQUARE

Rehabilitation & Care Center

3119 West Faidley Avenue
Grand Island, NE 68803
(308) 384-2333
fax (308) 384-3620
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04/26/2021

Stacey Van Pelt
Tiffany Square Rehabilitation and Care Center
3119 W Faidley Street
Grand Island, NE 68803

To whom it may concern,

I write on behalf of Tiffany Square Rehabilitation and Care Center in support of the grant proposal to the Department of Education for a grant to fund the reVISION Action Grant 2021-2022. This grant will reduce the Certified Nurse Aide shortage in Grand Island Metropolitan Statistical Area (MSA), which includes Hall, Merrick, Howard and Hamilton counties. We strongly support this grant application and the focus on reducing the Certified Nursing Aide deficient we see rising among the work force.

As an organization who caters to the health and wellbeing of our elderly, we always want to hire the best of the best in healthcare. Since the start of 2020, we have seen a rapid decline in candidates who have the 75 Hour Certified Nursing License we require to gain employment. We have noticed a rapid decline in the number of applicants in healthcare overall.

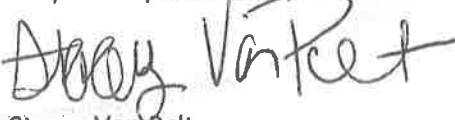
We believe in giving our current youth the tools to understand the serving leadership heart, the skills to carry out their mission, and the voice to ask for the educational opportunities. At Tiffany Square we offer education reimbursement to all staff working more than 24 hours a week. We have current employees, who started as a Certified Nursing Assistant, that received the schooling to be a licensed nurse and continues to thrive here at Tiffany Square student debt free.

In high school I did not receive the job education our youth has today. When I attended college after high school graduation, I had no idea what career options were available. Due to my lack of knowledge, I took multiple classes that were not necessary and still have student loan debt 15 years later.

Currently, some schools focus on specific pathways that help students decide early what path they will seek in their future. I think the reVISION grant will give our youth the opportunity to choose a well-respected, profitable job opportunity with the option of not taking on mountains of student loan debt; like myself and millions of other students.

Tiffany Square is committed to providing support and partnership to the reVision grant for 2021-2022.

Respectfully submitted,



Stacey Van Pelt
People Development Coordinator

Appendix C

Supplemental Documents

1. Nurse Aide Training Supplies and Equipment List
2. Anatomage Table Alpha Catalog pp. 4,6-12,17,19, 22
3. Anatomage Table Comparisons



It is the policy of the Nebraska Department of Education not to discriminate on the basis of sex, disability, race, color, religion, marital status, age, national origin, or genetic information in its educational programs, admission policies, employment, or other agency programs.

This project was funded through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V), administered through the Nebraska Department of Education. However, the contents do not necessarily represent the policy of the United States Department of Education, and you should not assume endorsement by the Federal Government.

Grant funds will allow NWPS to purchase four sets of the required equipment to fully furnish four CNA stations.

Nurse Aide Training Supplies and Equipment List

- Equipment is to be available in the testing area.
- Patient care mannequin – It is not appropriate to utilize real people for some of the skills, therefore it is requested that a patient care mannequin with male and female genitalia be available. This could be a C.P.R. mannequin (full body), a large doll, or other fabricated body.
- Training entities conducting courses are expected to have at the minimum the following listed equipment available.

Watch	Laundry bag	Wheelchair
Paper	Soiled linen container	Walker
Pencil or pen		Cane
Stethoscopes	Resident clothing	Gait belt
Teaching stethoscope	Undergarments	
Thermometer - Oral or Tympanic	Dress &/or shirt-pants	Diet cards
Blood pressure cuff	Shoes	I/O sheet
	Stockings	Paper napkin
	Gowns	Food tray complete with table setting & empty milk carton
	Slippers and robe	Drinking straws
Bed – manual or electric		
3 Pillows (& cover if needed)	Paper towels	Disposable gloves - 1 box (medium and large)
Over-bed table	Soap	Antiseptic swabs
Room chair	Bath thermometer	Scale
Call light	Sink	Tape measure
Trash container (with liner)	Basin	Graduated cylinder
	Tissues	Emesis basin
Linen:	Toothpaste	Bedpan
2 Mattress Pads	Toothbrush	Urinal
2 sets of sheets	Mouthwash	Commode
3 Pillow cases	Denture cup	Foley catheter & drainage bag
2 Blankets	Denture cleaner	Toilet paper
2 Bedspreads	Swabs or toothettes	Disinfectant
Waterproof pad	Lotion	
4 Bath towels	Brush & comb	
2 Hand towels	Shampoo	
4 Wash cloths	Powder	
Bath blanket		
Clothing protector		

Applications: Classroom

Lecture

The Table can be used during lectures since it can connect to projectors. Instructors can create and demonstrate procedural material, making lectures more dynamic and engaging. Screen captures and video clips can be easily saved and shared with students as review material. Running a full lecture with the Table turns a traditional, difficult class into an exciting, highly interactive one.



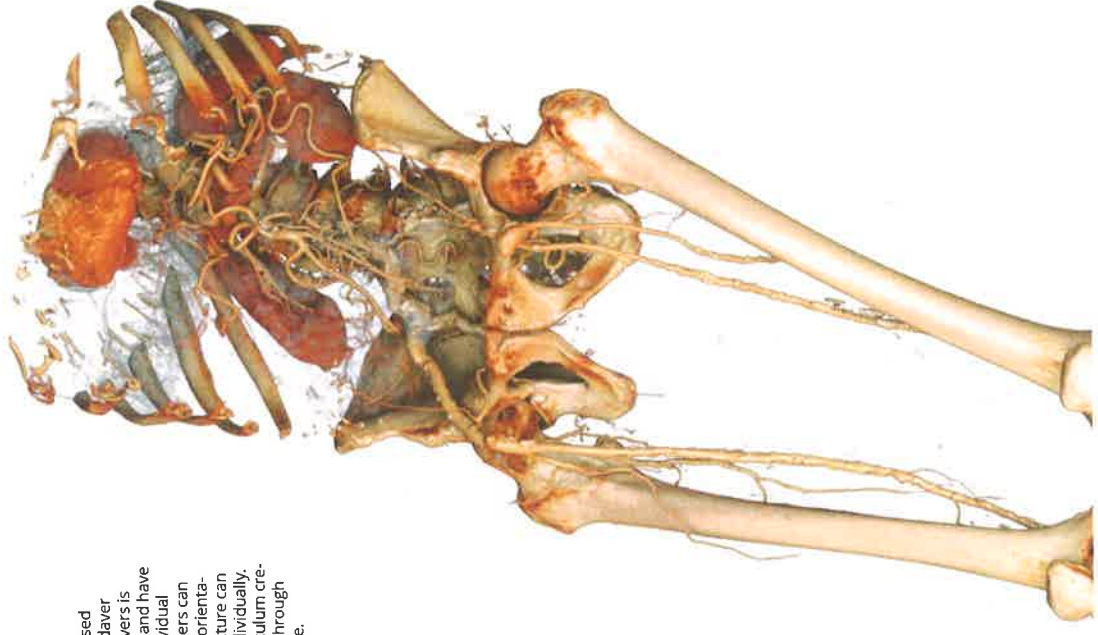
Full Lab Replacement

The Anatome Table is sufficient to cover the full anatomy class. High accuracy and rich contents offer an excellent replacement to traditional cadaver-based dissection. The Table simplifies complex anatomical information to increase subject retention and ease the learning process. Since the data preserves the real-life patient color and shape, the Table is more effective than embalmed cadavers.



Virtual Medical Lab

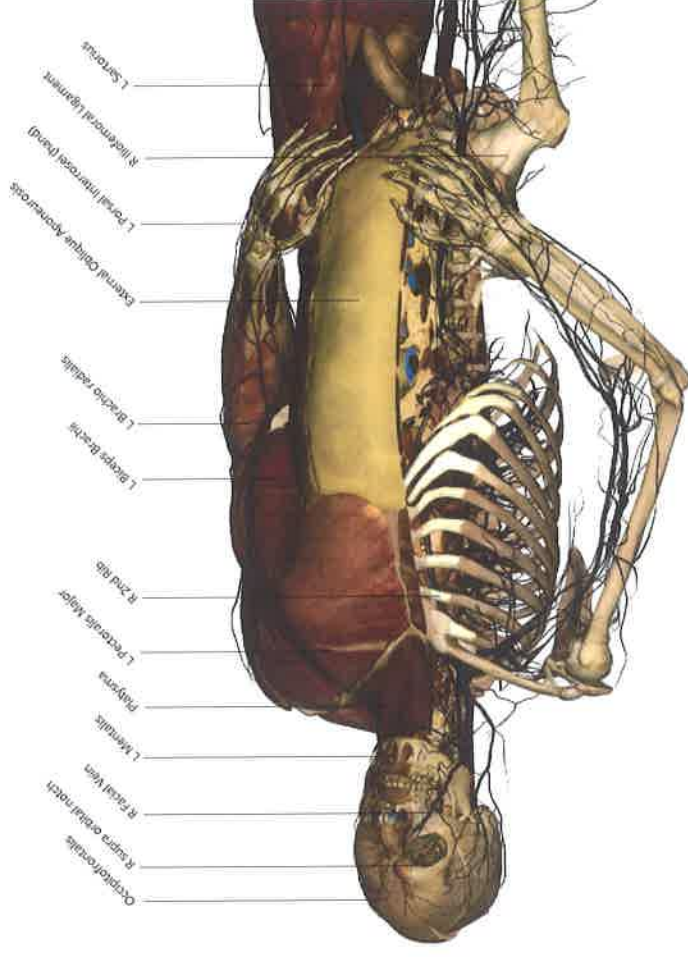
The Anatome Table can be used in conjunction with existing cadaver dissections. Each of the 4 cadavers is segmented with high accuracy and have been preserved with their individual pathological details. Our cadavers can be sliced multiple times in any orientation and each anatomical structure can be separated and reviewed individually. Student assessment and curriculum creation are easily accomplished through the use of the Anatome Table.



Features & Contents

Interaction Dissection

The Table offers unique interactive dissection tools with thousands of anatomical structures segmented and annotated for both male and female cadavers. With the touchscreen, users can rotate structures, make multiple cuts, and undo any cut instantly. Any anatomical structure or system can be easily identified.



With Full Annotations

There are thousands of annotated structures for both male and female cadavers. Users can explore the body by selecting different anatomical structures or locate specific structures from a list of anatomical names. The Table's Craniotomy Tool allows for users to specifically dissect through the skull and view the internal tissues of the brain. Additionally, the Table vividly animates blood flow for any artery and vein in the cadavers.

With the ability to practice interactive dissection and see detailed annotations anytime, the Table becomes a very effective anatomy education tool.

Features & Contents

Exploration

The Table includes note-taking tools for interactive identification and exploration of virtual anatomy. Users can choose to highlight specific anatomical structures as well as create their own text and arrow marker notes.

Group & Self Assessments

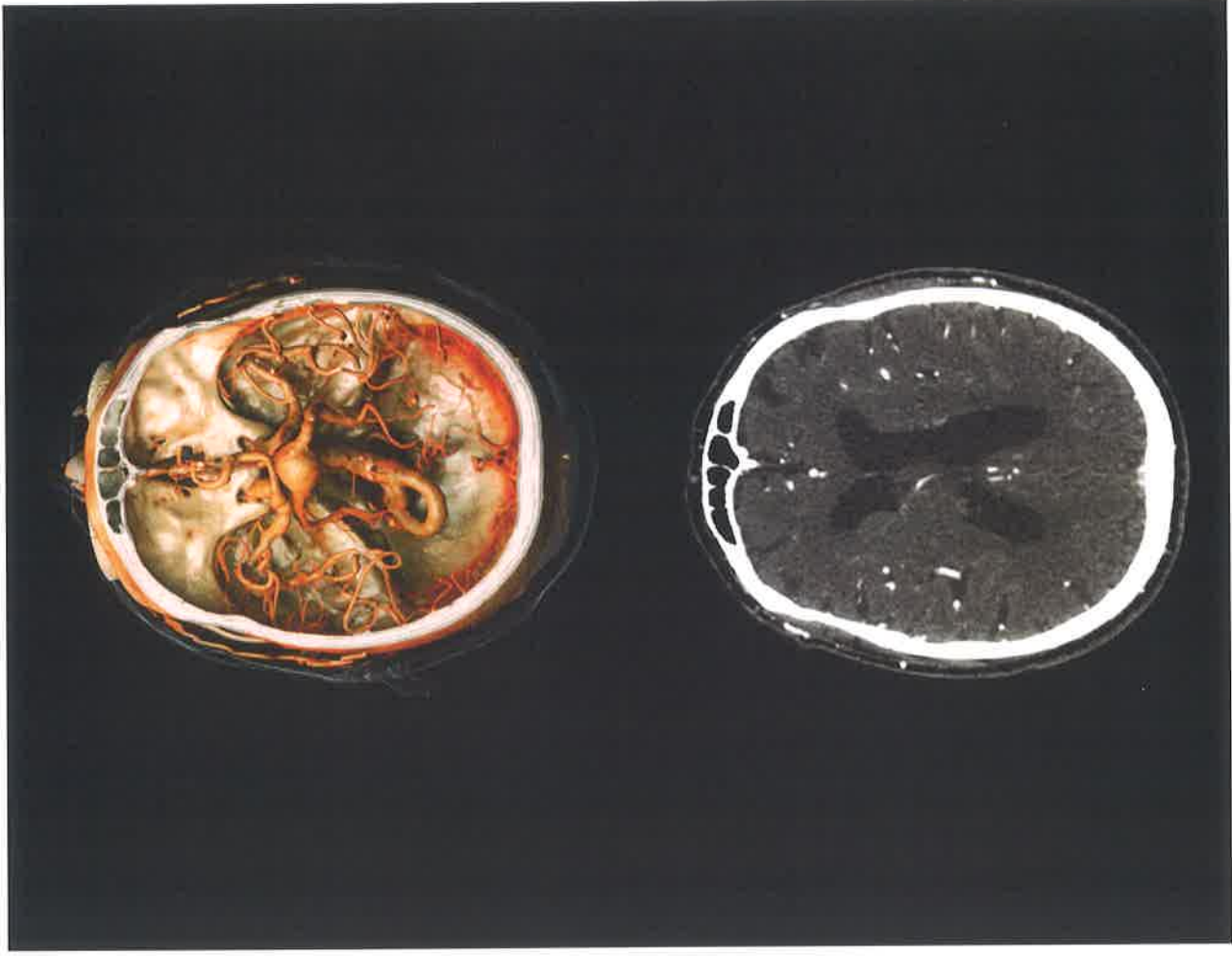
Instructors can create material for quizzes and practicals on the Table. The Table comes equipped with a Quiz Mode that enables teachers with an advanced tool for student assessments and collaboration through the use of flashcards or a more traditional anatomy identification exam. Instructors can export results directly from a student roster for analysis.

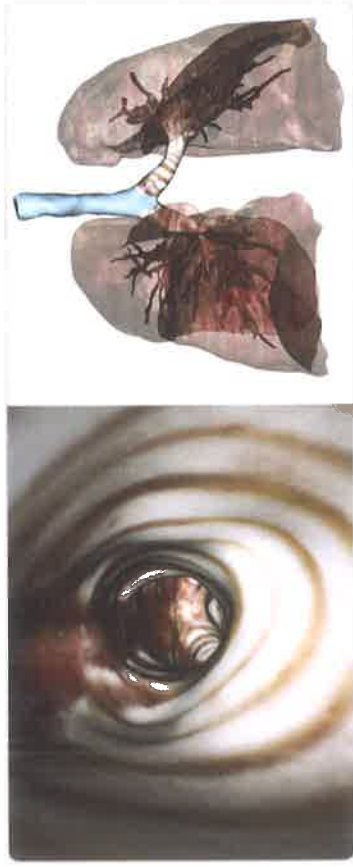
DICOM Compatible

The Table's software can load any 3D DICOM medical imaging data such as computed tomography (CT) and magnetic resonance imaging (MRI) scans. The Table is able to integrate with PACS for clinicians to load medical images from hospital archives for immediate review as both 2D radiological slices and 3D reconstructions.

Radiology Workstation

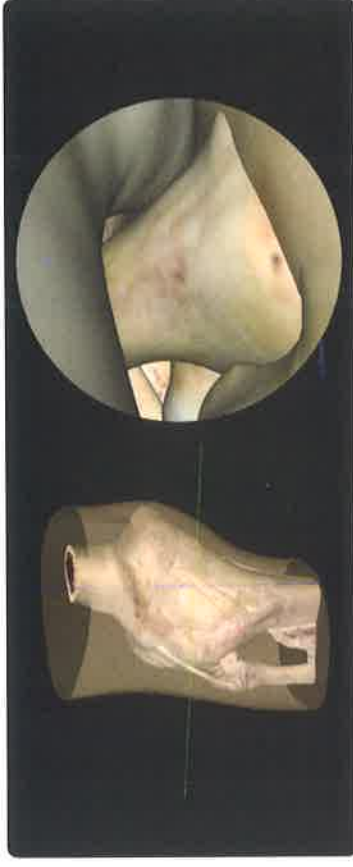
The Table functions as a complete radiology workstation and loads DICOM data such as CT and MRI scans. The Table integrates with PACS for clinicians to load images as 2D radiological slices and 3D reconstructions. Whether using the library images or your own medical scans, the Table delivers full 3D anatomy.





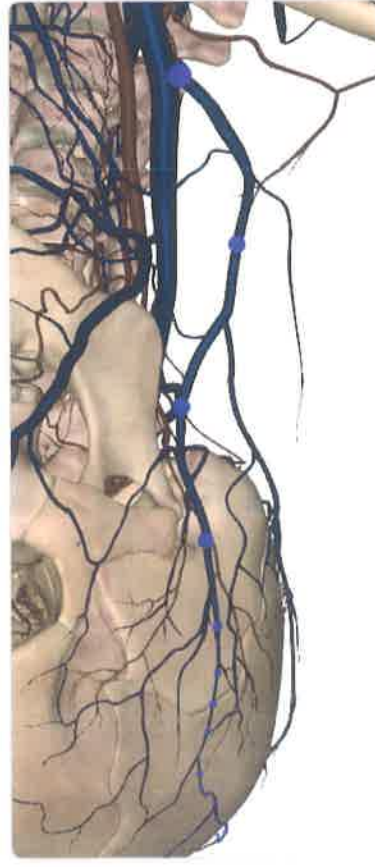
Flythrough Simulation

The Table provides a unique tool to visualize internal cavities throughout a real cadaver. The Table links 3D gross anatomy to laparoscopic internal views within cavities of the body. With this tool, users can simulate procedures through the respiratory tract, gastrointestinal tract, and chambers of the heart.



Virtual Arthroscopy

The Table simulates an arthroscopic procedure by visualizing anatomy within any joint of the cadaver. During this visualization, users can easily identify and further dissect any structure. The virtual arthroscopy reinforces 3D spatial relationships and is an effective tool for medical training.



Bloodflow Simulation

The Table highlights the movement of blood throughout the human body. With the touchscreen, users can select any artery or vein and visualize blood flow toward or away from the heart. The selected pathway can be quickly annotated and colored to emphasize the anatomical structures involved.

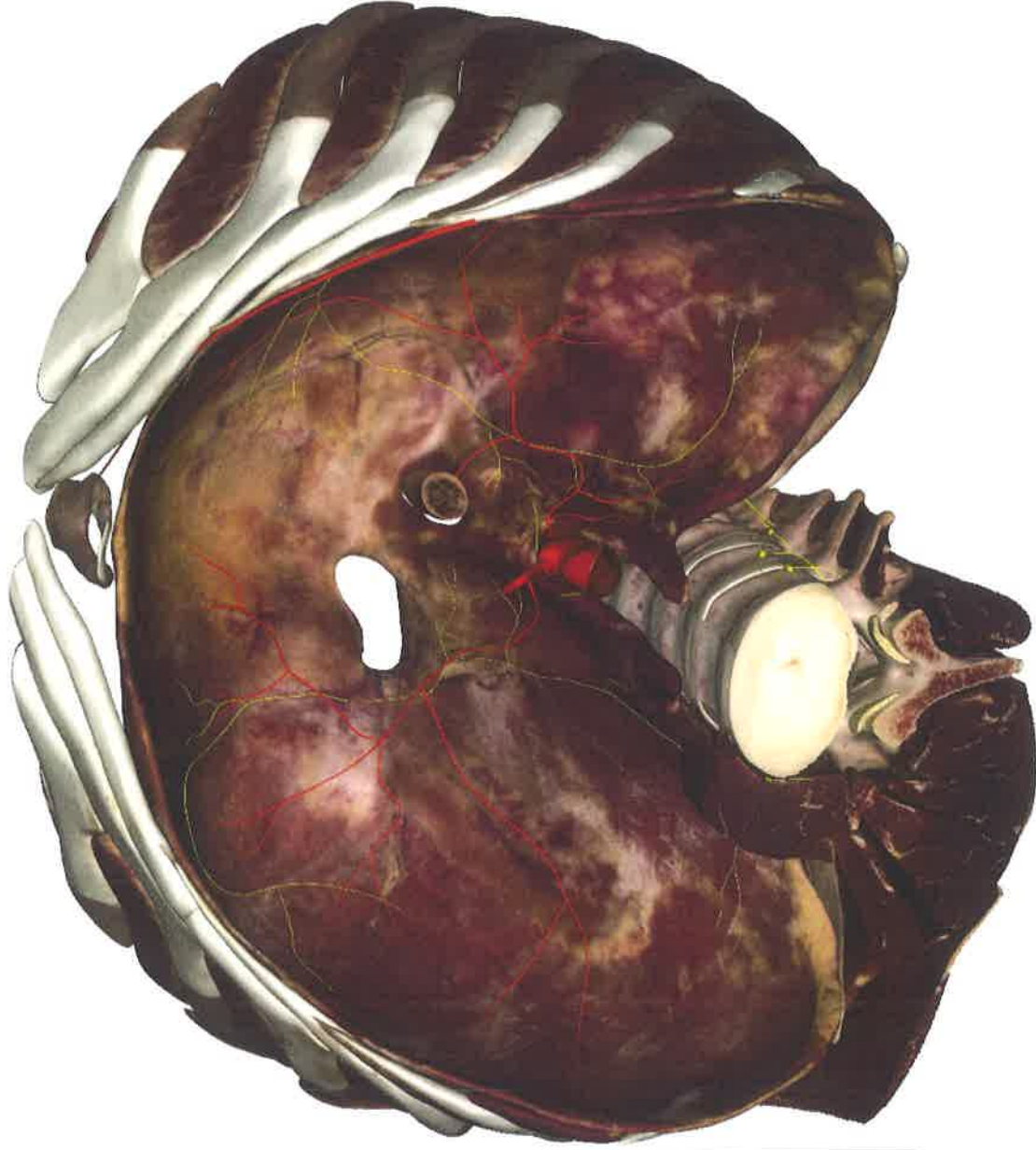


Origins & Insertions

The Table provides in-depth details for origin and insertion points on skeletal bones. Origin and insertion surfaces can be highlighted on every cadaver to represent the relationship between the skeletal and muscle systems. Bone landmarks can be annotated and identified.

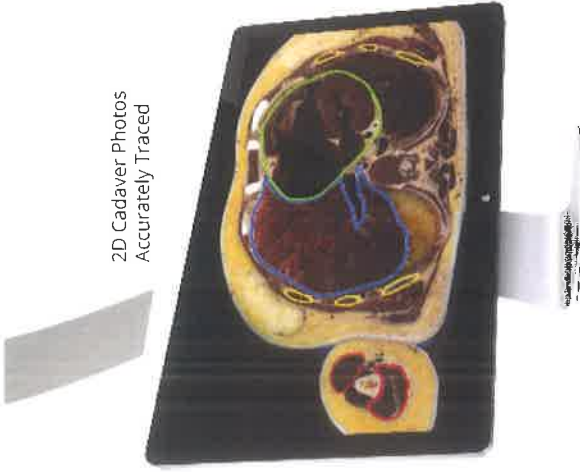
Medical Preset Collection

The latest version of the Table includes a comprehensive collection of pre-made anatomy material. This material was created to mirror textbook curriculum content directly on the Table's platform. Students can enhance their learning experience by easily referencing human anatomy course material on the Table. Students can bridge the gap between images they encounter in their textbooks with the Table's interactive 3D material.

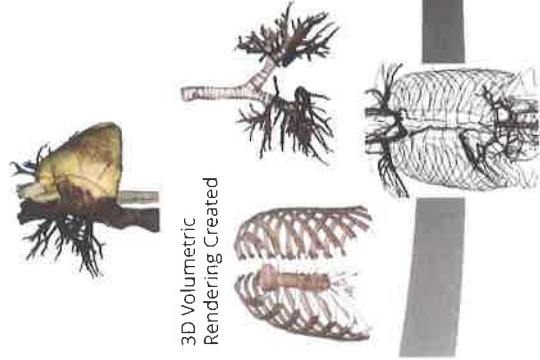




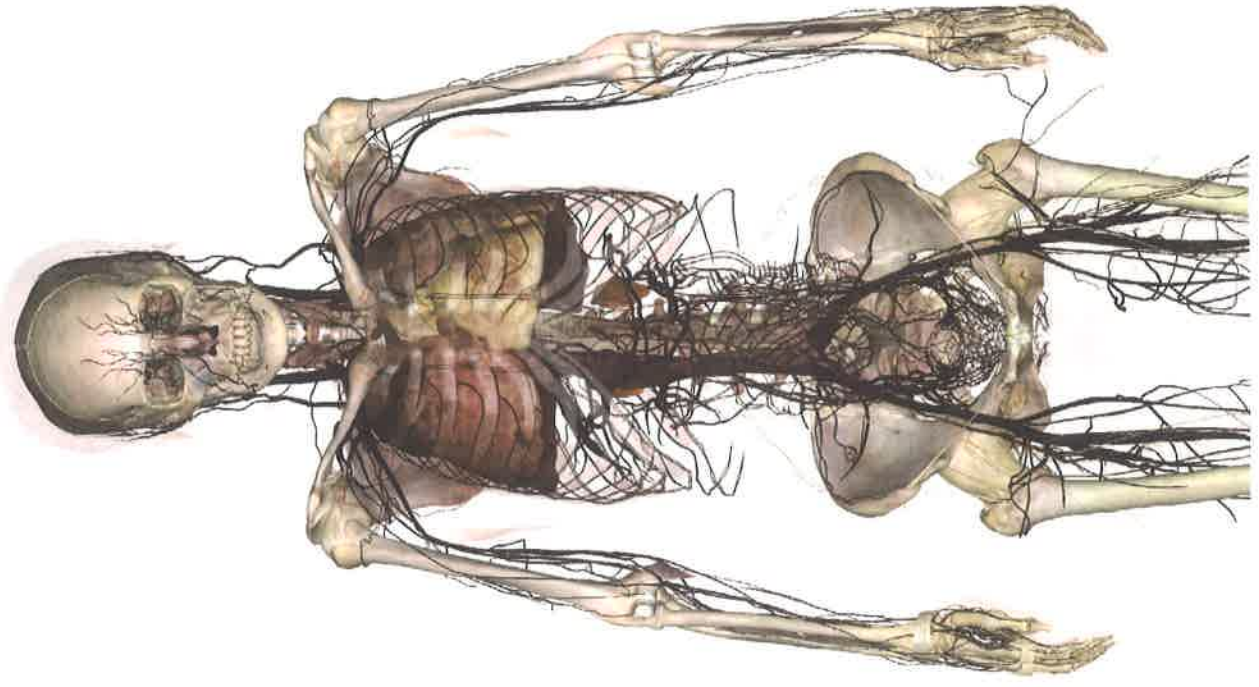
Real Cadaver Photos



2D Cadaver Photos
Accurately Traced



3D Volumetric
Rendering Created



How do we create real anatomy?

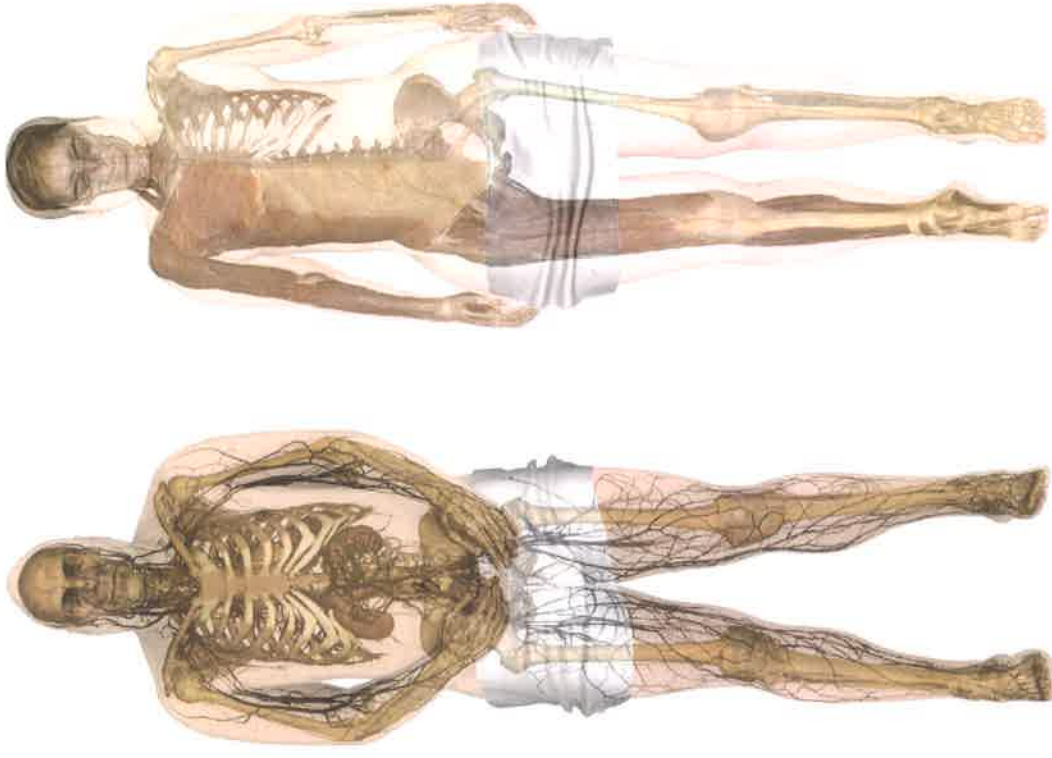
The highly accurate anatomy available on the Anatomage Table is created by using real human cadavers. The cadavers are frozen without embalming chemicals, preserving the true color and visualization of the anatomy. Since the anatomy comes from a real cadaver, everything seen on the Anatomage Table is life-sized. The anatomy in the virtual cadavers are also fully annotated.

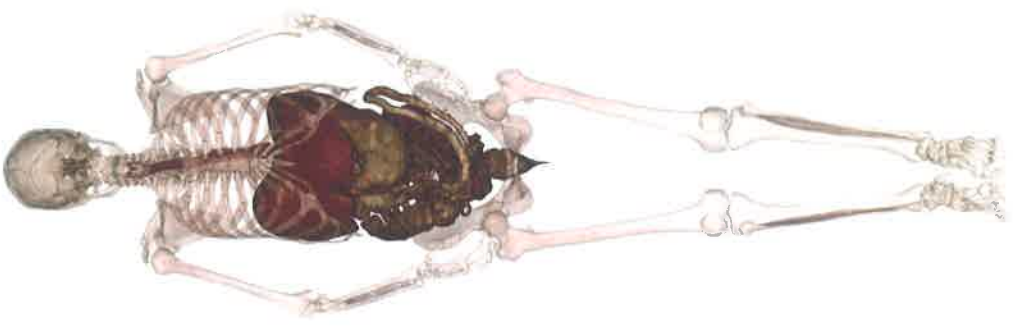
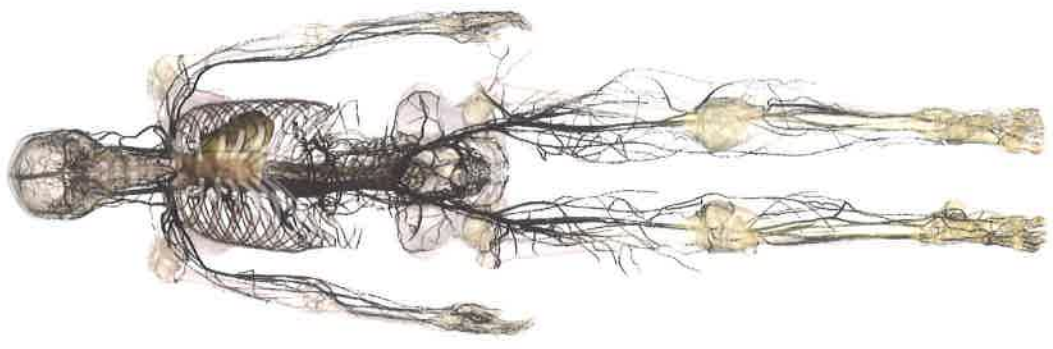
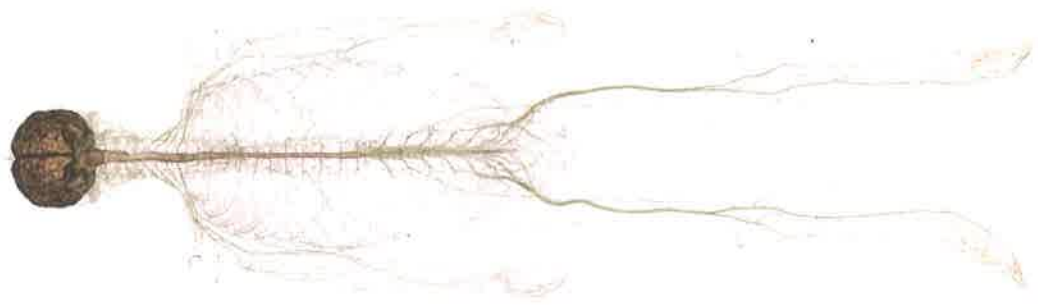
Real cadaver bodies are cut into 0.2mm slices. Anatomical structures, including blood vessels and nerves are then traced on each 2D slice. The slices are then stacked to recreate segmented 3D anatomy. Because over 2,500 anatomical structures are segmented, each structure can be viewed or virtually dissected individually or in context with each other.

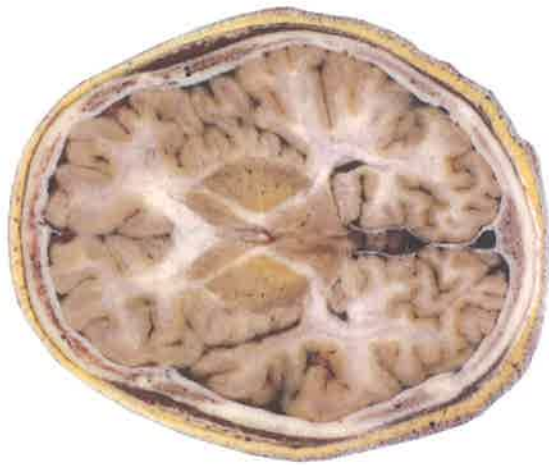
Gross Anatomy

The Table contains both life-sized male and female gross anatomy. Including multiple full-body cadavers ensures that students are exposed to anatomical variations. External and internal anatomy is volumetrically displayed from head to toe and includes thousands of annotated structures. The images are created by digitally tracing real non-chemically treated cadavers. The color and shape of the cadavers are preserved to accurately depict real anatomy.

The virtual body can be cut layer-by-layer and users can make certain structures transparent to view surrounding anatomy. Students can clearly visualize cardiovascular, nervous, and muscular structures. Additionally, blood flow can be vividly animated for any artery or vein in the cadavers.







Brain



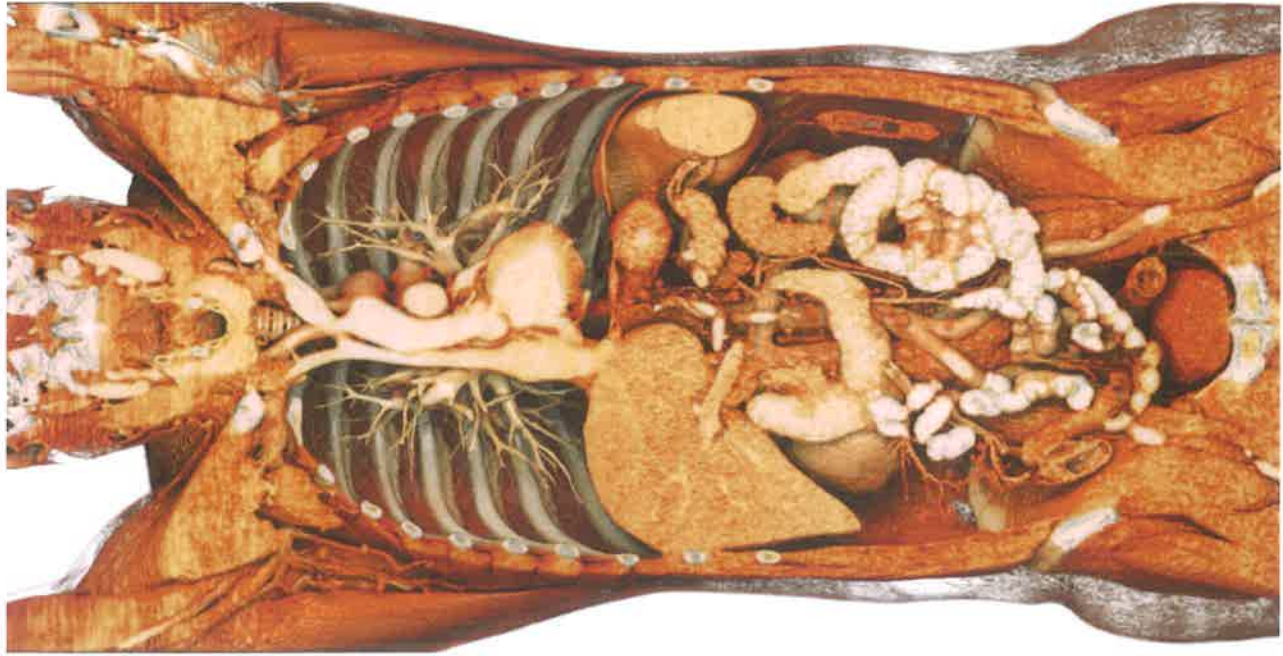
Pancreas

Regional Anatomy

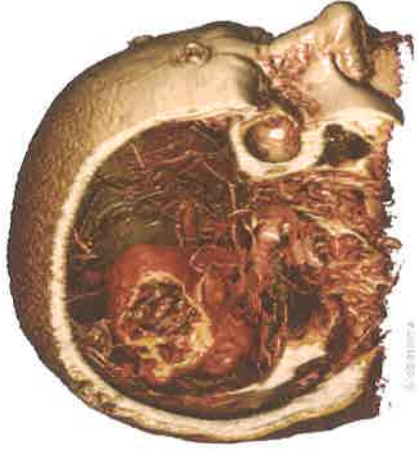
The Table's features allow for users to easily toggle systems on and off to view specific anatomical structures in a three-dimensional context. The structures can be rotated or zoomed in on for detailed 3D visualization of the body's regional anatomy.

Regional content can be readily integrated into classroom material by creating and saving preset material. The regional scans cover the entire body from the head and neck to the pelvis, joints, legs, and feet.

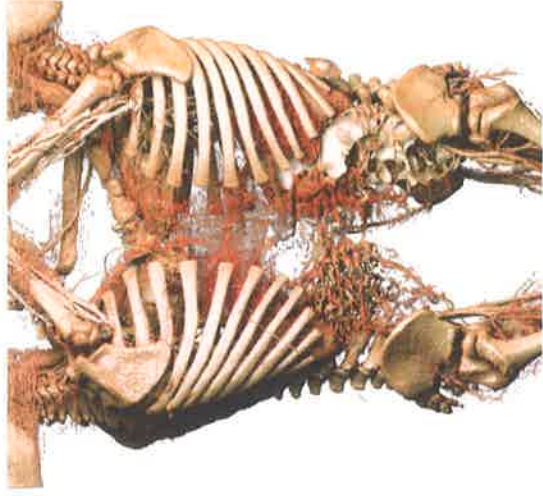




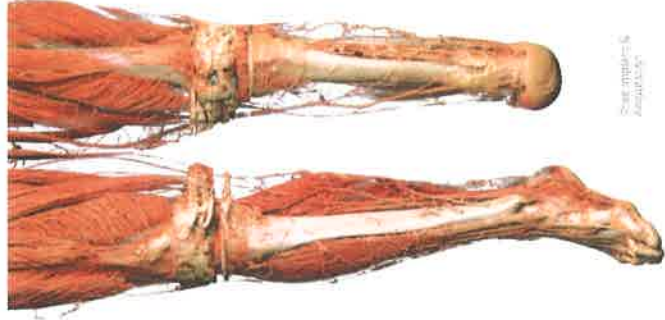
CT scan of male torso



6/20/2019



Complete human



3D model of leg

Digital Library

Users can access the original scan data, the resulting 3D image, and medical case notes. 4D scans have also been added to the latest Table offerings. Beating hearts and respiration can be visualized with full interactivity. The library allows students to make the connection between 2D cross-sectional scan data, 3D anatomy, and 4D visualization. The variety of cases ensures that students gain exposure to abnormal pathologies.



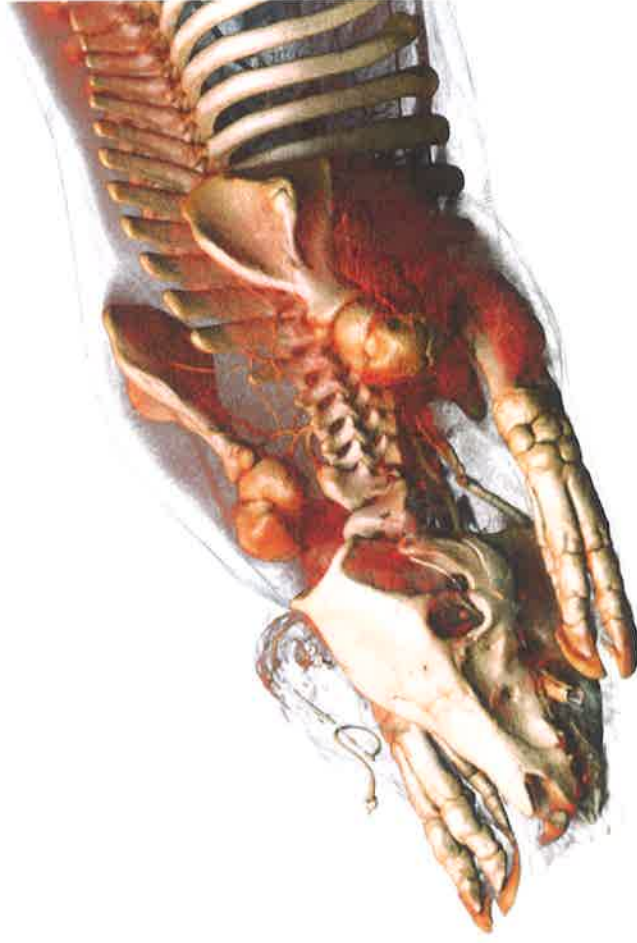
Microscopic scan of
epithelial tissue from
a dog.

Histology

The image library includes a variety of microscopic histology scans. Students can examine microscopic tissue structures and cell-specific biomarkers from a collection of accurately stained digital scans. The cell and tissue scans include healthy and abnormal clinical cases from across the body. Viewing histology cases offers students a well-rounded study of anatomy and pathology.

Veterinary

Included in the Digital Library are full-body cat, dog, and mouse cadavers as well as over 150 other CT scans from various species and breeds. The full-body cat and dog have been fully segmented based on real tissue data so users can toggle individual structures on and off. Additionally, there are numerous CT scans of horses, gorillas, alligators, and even invertebrates such as earthworms and centipedes.



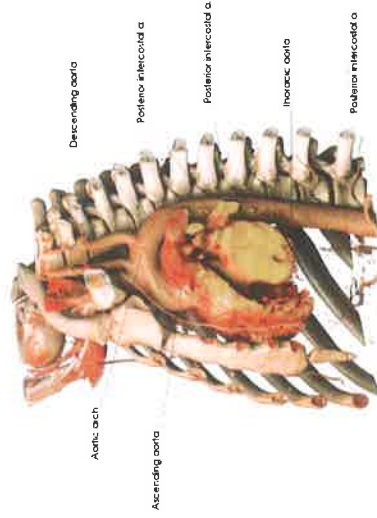
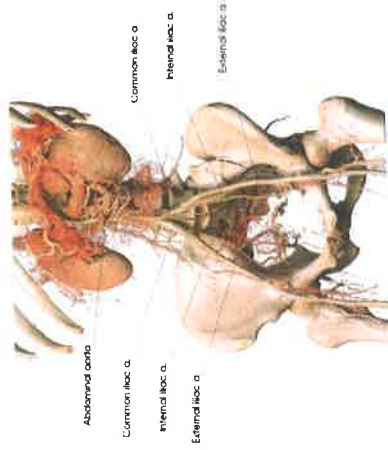
Building Your Curriculum

The Anatomage Curriculum

The Anatomage Curriculum features an intuitive interface for instructors to cover human anatomy by region and by system. A printed booklet and PDF file are included and can be used in conjunction with the Table for instructors to quickly and easily locate any anatomical region.

Teach comparative, clinical anatomy using real patient data in the form of annotated, relevantly displayed scans from the Table's library. Major body regions such as the thorax, upper limbs, abdomen and pelvis, lower limbs, and head and neck are outlined with full annotations by system and structure. The Curriculum includes guidelines for identifying structures in each region. Each section also includes suggested clinical correlates in that system. An instructor can present these cases to students when teaching about a specific anatomical region.

Anatomage has always ensured that using the Table is intuitive with a low learning curve. The Anatomage Curriculum has been designed to make the integration of the Table's content into your own classroom as efficient as possible.



Classroom Integration

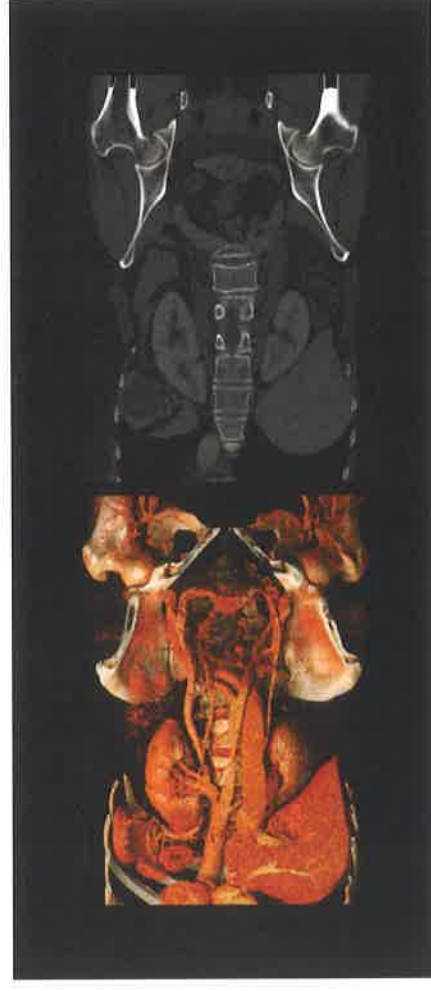
With the Table's built-in quiz mode, instructors can drop pins and create testing material for lab practicals, assignments, and examinations. The Table's video out functions ensure that it can be utilized in lecture halls through the connection to projectors, or in small groups with multiple external monitors.

Visualize & Identify Regions

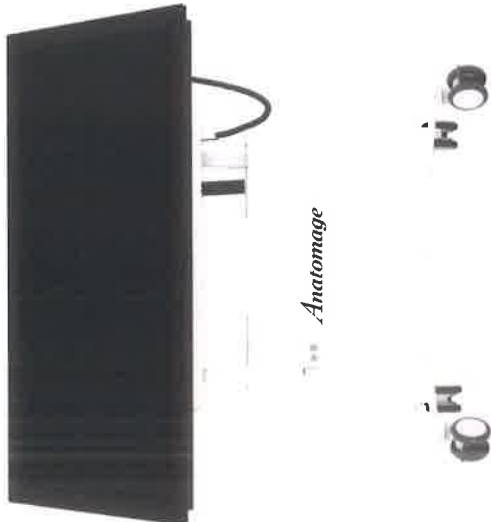
When viewing a specific regional scan or clinical case, an instructor can use the Table's note-taking and labeling tools to clearly identify these identifiers when viewing complex anatomical regions in the body and develop a better understanding of directional terminology, cutting planes, and relational anatomy.

Drive Student Collaboration

Present customized lectures with, or give students the opportunity to explore and lead discussions. Students can form small groups to collaborate while answering questions and take quizzes using pre-loaded cases. They also have the opportunity to discuss comparisons between normal and abnormal pathologies side-by-side.



Hardware Specifications

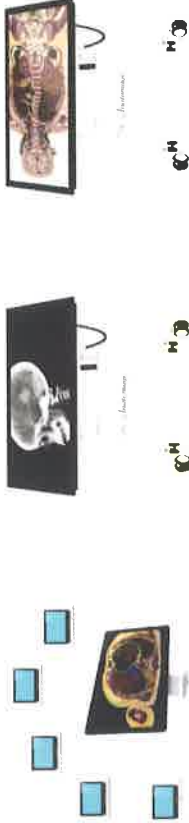


Alpha

Product Dimensions	Length: 51.5" (130cm) Height: Min 31.5" (78cm) Max 72.25" (184cm)
Weight	Width: 30.5" (78cm) 340lbs (154kg)
Display Size	55" (cm) Motorized tilt 0° to 90°
Power Supply	AC 100-250V, 50/60 Hz, 10A
Input/Output	R45 HDMI USB x 2

Anatomage Table Product Family

The Anatomage Table family of products includes the most advanced anatomy visualization tools on the market. Powerful software and hardware makes our line of products the preferred solution for clinical and educational applications. We have expanded our Table line to include a variety of medical education products such as the Anatomage Table Alpha, Table Clinical, Wall, Navigator, and Concourse.



Concourse

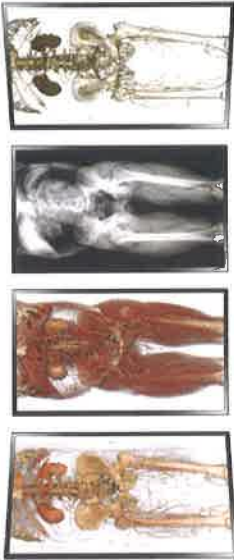
Concourse is an application-based teaching tool where students and instructors can visualize real patient anatomy on their personal workstation. With Concourse, the most advanced anatomy education tool is always at your fingertips.

Table Clinical

Table Clinical is FDA cleared to assist in medical diagnosis and can be easily integrated with PACS. It is an invaluable tool for patient consultation, patient education, medical diagnosis, and clinical planning.

Table Alpha

Table Alpha is for advanced high school anatomy education. Users can dissect full body cadavers and animal specimens. It gives teachers access to medical-level anatomy instruction without the need of a cadaver lab.



Wall

With the Anatomage Wall, users can view 3D patient anatomy, system-by-system, side-by-side. Dissect anatomical systems of the patient using multiple visualization options and gain a comprehensive understanding

of their condition. Multiple individuals can stand in front of the Wall for a collaborative anatomy-based instruction experience. The Anatomage Wall will be the premier technological showpiece for your institution.



Product Comparison



Table (Convertible)

Table (Classic)

Table Clinical

Table Alpha

Lifesize Full Body Display



X

X

Adjustable Display Angle



X



Video Output Capability



Upload & Render Medical Scans



PACS Compatibility



X

Ultra High Quality filters for CT & MRI



X

Anatomical Radiology Curriculum



High Resolution Regional Data



X

Physiology



Number of Full Body Cadavers

4

4

4

2

Number of Case Files

1,250

1,250

1,250

Currently updated to about 1600 case studies

443

Prosection Scans

57

57

57

X

Number of Histology Slides

862

862

862

862