



# PACE

*Partners for Advancing  
Career Education*

## Certified Nursing Assistant (CNA)





## Region 14 **PACE**



### Certified Nursing Assistant (CNA)

Challenge: Rural schools struggle to have resources necessary, including staff, to create partnerships to provide healthcare pathways for students.

Challenge: Demand for healthcare workforce is high, especially in rural areas that have long-term care facilities and a shortage of qualified providers





Region 14



**PACE**

Certified Nursing Assistant (CNA)

Challenge: Region 14 covers:  
13 counties

42 school districts and  
12,155 square miles

50% of Districts <500 students



# PACE: GOAL

Region 14 will partner with schools, industry and community resources to provide students' an opportunity to earn an industry-based credential and create an avenue to support area schools to offer course work in the Healthcare Therapeutic and Diagnostic Program of study that leads students to become Certified Nurse Assistants.



Students in Region 14 will obtain the Certified Nursing Assistant credential as the first step in pursuing healthcare careers.







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## **District Advantages: CNA**

### **CCMR Accountability**

- Students' complete program of study in Healthcare Diagnostic and Therapeutic and earn an aligned IBC (CNA) – required for 2026 Graduates
- Opportunity for 9 hours of dual credit

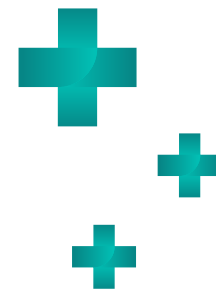
### **Outcome Bonus Opportunity**

- Earn the IBC and meet TSIA2 requirement

### **Increase to CTE Funding**

- Opportunity to increase CTE weighted funding level of 1.47 with the enrollment in level 3 or 4 course with 2 credits.
- Increase in total CTE funding with a complete program of study
- Opportunity for earned IBC reimbursement





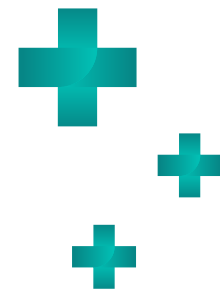
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# **REGION 14 PROVIDES**

## **CNA Program Consultant**

- Licensed registered nurse in the state of Texas with 2 years minimum of nursing experience in long-term care and have completed a course in teaching adults or experience with adult learning
- Housed at Region 14 ESC with ability to provide instruction directly and virtually to students
- Maintain MOUs and other NATCEP requirements between districts and long-term care facilities
- Documentation of NATCEP requirements and IBC attainment will be provided to districts
- Facilitate NATCEP testing requirements for students, including enrolling students in TULIP
- Scheduling CNA testing dates at NATCEP testing sites
- Provide student liability insurance for clinicals
- Provide CPR certification



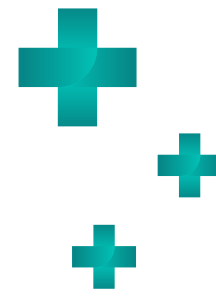


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# PARTICIPATING DISTRICT

- Purchase curriculum if needed to provide prerequisite course work
  - Health Science theory and/or Medical Terminology
- Provide current staff or DOI eligible staff for health science courses
- Enroll and recruit students to Program of Study
- Enroll students in level 3 or 4 course for 2 credits
- Provide students with zoom capable technology to participate in hybrid course
- Work with Region 14 and other participating districts to schedule clinicals in student's schedule
- Work to gain commitment to program from students and parents
- Collaborate with Region 14 regarding additional trainings, transportation and CNA testing requirements
- Maintenance of required documentation from student
- Access to required documents provided to CNA Program Director
- Ensure student transportation and availability on CNA testing date(s)
- Provide documentation of criminal background check and clean drug screening on each student and share with Region 14



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# **REGION 14 PROVIDES**

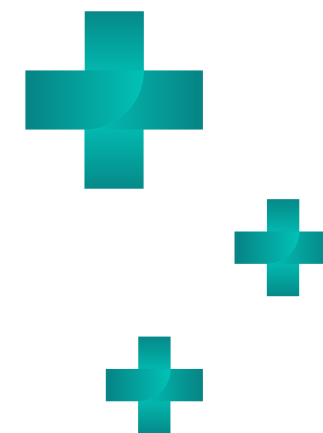
## **Classroom Design**

- Hybrid Content – delivered through google classroom
- Each student had access to shared classroom across all districts
- Scope and Sequence that allowed for both in person instruction and video content
- Proctor in each classroom had separate google classroom that provided additional teaching support
- Program Instructor completed all grades
- Grades shared back to campus
- Attendance kept by proctor and shared to instructor on required forms





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# Instruction CNA

## General Scope and Sequence

- Proctor Training prior to school starting to provide basic overview of classroom activities
- Examples of all required student forms given at training and through site visits in June/July
- 1<sup>st</sup> Six weeks - Classroom required hours
- 2<sup>nd</sup> Six Weeks - CPR and BLS taught to all students at Region center; skills check off; Rotating schedule of campus visits
- 3<sup>rd</sup> Six Weeks - Clinicals
- 4<sup>th</sup> Six Weeks - clinical rotation; partner presentation
- 5<sup>th</sup> Six Weeks - clinical rotations; partner presentation
- 6<sup>th</sup> Six Weeks - Testing

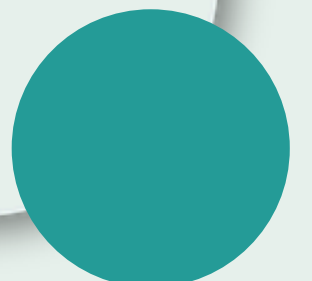




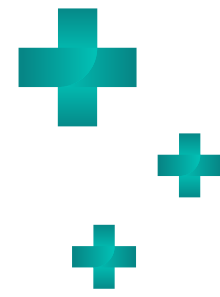


# CLASS TIME

**Google Classroom was used to deliver virtual presentations. Students filled in note pages and completed other assignments for grades. We had 4 unit tests and a final exam as well as 3 CNA practice exams. Students sent videos in for skill check offs when in person check offs were not possible.**







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# **REGION 14 PROVIDES:**

## **Technical Assistance**

- Provide professional development for staff as needed
- Coordinate scheduling with long-term care facilities
- Management and coordination of supplies for clinical and class skills practice
- Support interagency collaboration
- Draft and maintain MOUs between districts, partners and R14
- Provide master scheduling assistance regarding health science course
- Serve as the intermediary between districts for clinical scheduling
- Facilitate agreements between districts and IHE for any dual credit course

## **Management and Maintenance of grant opportunities**

- When additional grants may be utilized for the program, Region 14 will write and maintain grant opportunities and serve as the fiscal agent
- Host advisory council meetings and solicit feedback from participating districts





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# PARTNERSHIPS

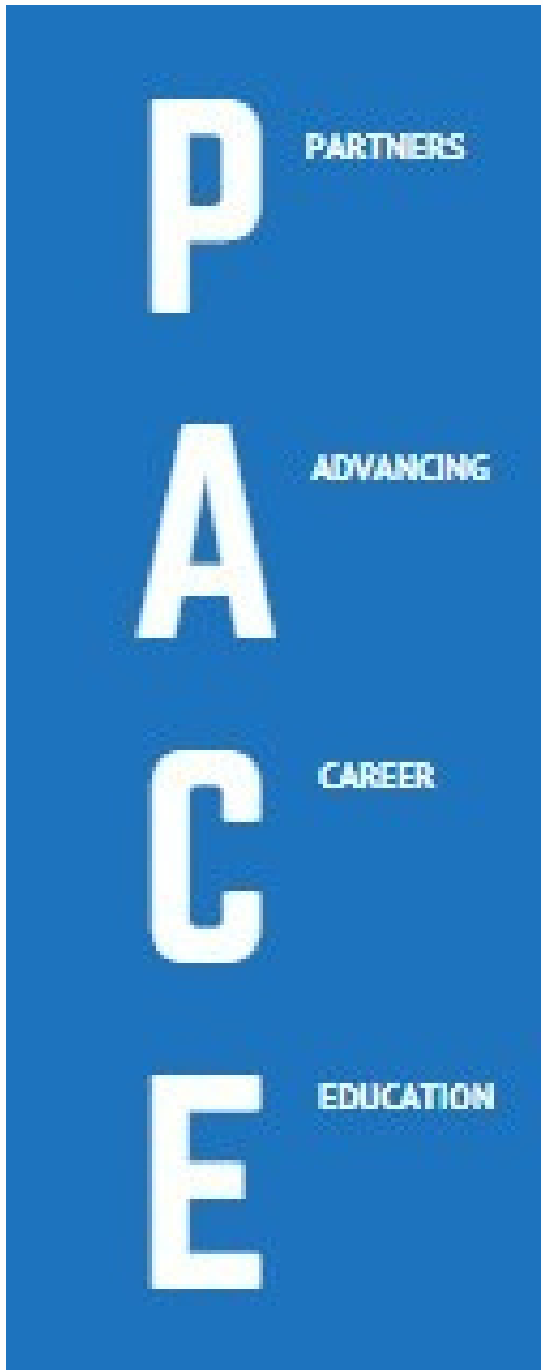
- Develop partnerships with community organizations for work-based learning opportunities, 6 area nursing homes, Hendrick Hospital, Big Country AHEC, Workforce Solutions of West Central Texas, and Higher Education partners
- Opportunity for districts to partner with one another

## Community Partners

- Provide participating schools with presentations or classroom workshops
- Provide participating schools with opportunities for industry and business tours
- Provide resources and opportunities for students in healthcare pathway as fitting to the needs of the schools and program









# PACE

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Career Education*

Certified Nursing Assistant (CNA)  
Work Plan\_\_\_\_\_







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# Work Plan CNA

## Train and Support High Quality Instruction

- Provided ESC Nursing instructor with classroom support
- Train and support ESC Instructor and proctors on Hybrid classroom models (Google Classroom)
- Enhanced district leadership knowledge and application of CTE requirements and reporting
- Provided District Proctor Training and Support
- Present information regarding CTE reporting and accountability to ESC and district staff

### Trainings:

- Proctor Training August 8
- Proctor Google Classroom Resources Launched Aug. 13
- Team Meetings- as needed internally
- New CTE Teacher training -Sept. 17
- BLS and Proctor Training - Oct. 16
- Proctor Presentation - January 28
- SSA District Visits - Aug.-April (agenda item to review CNA)





## PACE CNA

### Procure and provide accessible resources

- Procured a grant for classroom supplies (next slide)
- Solicited donations for additional supplies
- Created opportunities for community partners to deliver content to students that enriched curriculum and classroom experience
- Develop curriculum for CNA course that crosswalks NATCEP and CTE appropriate TEKS
- Procure Testing facilities
- Create and curate tools to help students, proctors and districts navigate certification resources (TULIP)
- Create and modify as needed resource hubs

#### Resources:

- Google Classroom for both students and Proctors Launched
- Classroom Labs established - 11 (Hospital beds to bedpans)
- ProMetric Testing Sites - 2 (pending - DeLeon; Merkel)
- Partner Presentations - 38
- Hub clinical sites; travel clinical rotation - student's practice time was important







## PACE CNA Supplies

- Hospital Bed with regular mattress
- Full-Sized Manikin (female; moveable joints; under 45LBS)
- In-Room sink
- paper towel dispenser
- liquid soap
- call bell
- Side chairs (2)
- privacy curtain
- Soiled linen hamper
- Over bed table with working controls, a level surface and wheels that move
- Bed side table with 2 shelves or 3 drawers
- commode chair
- Standard functional wheelchair
- bath basin
- emesis basin
- bedpan
- denture
- denture container
- denture brush
- travel sized toothbrushes
- individually wrapped toothbrushes
- lotion
- bathing soap
- toothettes
- straws
- plastic spoons and forks
- emery boards
- orange wood sticks
- alcohol pads
- Gloves (non-latex, all sizes)
- toilet paper
- napkins
- drinking cups (6 & 8 Oz)
- hand wipes
- tissue
- Long-sleeved button front shirts
- long-legged pants, elastic waist
- Socks
- Flat sheets
- Fitted Sheets
- Pillowcases
- Bath blankets
- Pillows
- Hospital gowns
- hand-towels
- Bath-sized towels
- Washcloths
- Clothing protectors
- Under pads
- Gait or transfer belts
- disinfectant spray
- indwelling Catheter
- Urinary drainage bag
- graduate container
- alcohol wipes
- funnel
- irrigation syringe





## PACE CNA

### Build and implement a communication plan

- Updated districts regarding students grades and progress - reports
- Maintained and updated affiliation agreements, MOUs and contracts with stakeholders
- Develop protocols for regular communication with stakeholders
- Develop policy and procedures for data retention

#### Communication:

- Created shared spreadsheet for grades
- All MOUs and agreements shared with districts in Fall and Spring
- Communication emails with stakeholders
- Distributed Satisfaction survey
- Posted newsletter updates to Google classrooms
- Data retention schedule







# PACE

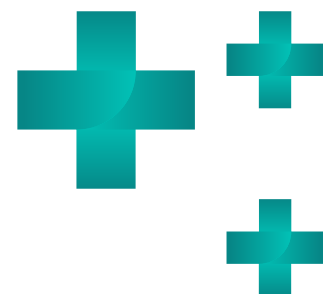
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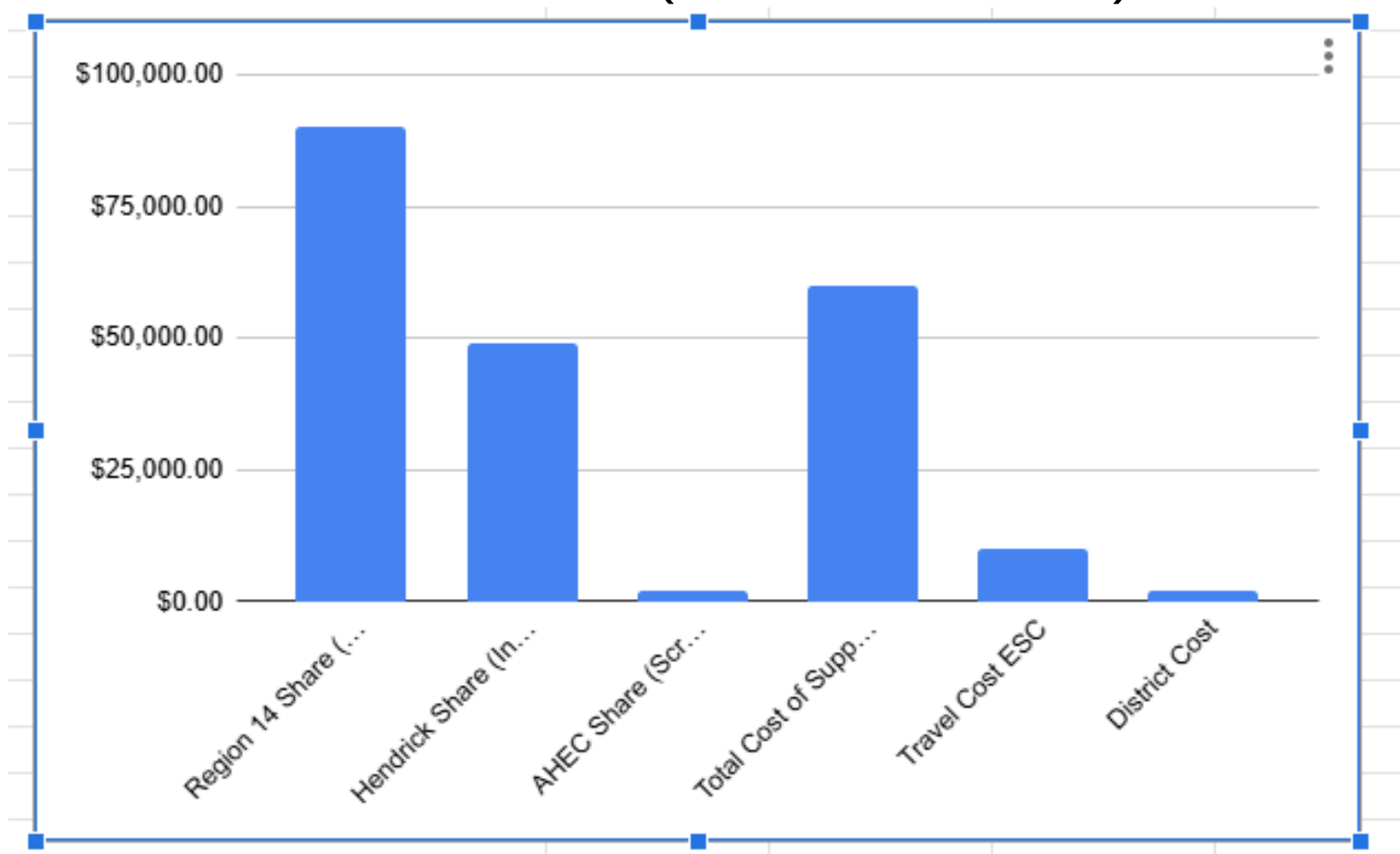




# PACE CNA CNA DATA



- Total Schools - 10 (launched with 11)
- Total Students - 30 (launched with 39)



Districts are able to have access to the program :

NO salary - \$70,00-\$90,000 saved

NO supplies - approx. \$60,000 (beds, scrubs to manikins)

Approximate District Cost in 2024-2025= \$4,000

Minimum for districts = \$1,300

\$650 per student; per semester





# 2024-2025 BY THE NUMBERS

## **10 Schools**

Anson, Aspermont, Breckenridge, Cross Plains, DeLeon, Hawley, Merkel, Paint Creek, Stamford, Sweetwater

## **324 Miles**

Approximate number of miles to travel all 10 districts; Region 14 covers 13 counties, 42 districts and 12,155 square miles

## **246 Hours**

The number of hours Nurse Palmer spent in Clinical sites

## **40 Hours**

Number of hours STUDENTS spent in clinical sites



## **5 Nursing Homes**

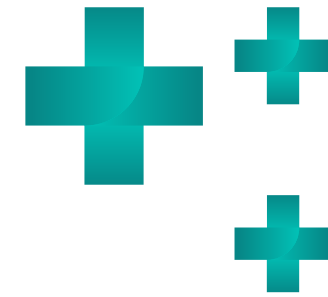
Clinical sites: Haskell Nursing Facility; Rising Star Nursing Home; Willow Creek; Breckenridge Villa Haven; Stonewall Hospital

## **40 PACE Presentations**

Opportunities for our community partners to provide enhanced curriculum to our 10 schools



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## CNA DATA

- Number of Partner Presentations -48  
Student Feedback

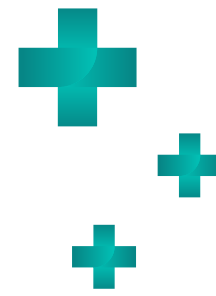
**I have improved on my self awareness now  
that I know more about it!**

*This presentation got me thinking more about getting  
off my phone and spending time with others.*

**I learned how much Hendrick is  
offering and how needed this  
profession is.**







# **CNA DATA**

## **District Satisfaction Data**

**Delivery of Curriculum to students - 9.3**

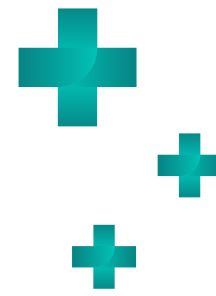
**Communication - 9.3**

**Resources - 9.5**

**Resolution of Challenges - 9.7**

**Program Continuation : 2 maybe; 1 No due to hiring their own instructor**





# CNA DATA

## Student Satisfaction Data

**\*\*\* Only 8 students responded to the survey**

**Delivery of Curriculum to students - 8.8**

**Support from Proctor and Instructor - 8.5**

**Communication - 8.3**

**Outside Presentations (PACE) - 9.1**

**Recommend to peers - YES**



# OUTSTANDING STUDENTS

This year our 29 students took on a task that NO others in the Region have; that is to come together under Region 14 and complete the requirements of the CNA program.

All 29 students have completed all required coursework and clinical hours and are eligible for CNA Testing



## Testing

14 Passed as of July 17  
Other scheduled and waiting  
Working on creating in Region test sites that are accessible

## Job Opportunities

As of today, we have at least 3 student working as CNA IN training; several others have been offered jobs .

## University

Many of these students will go on to a university program to complete further nursing skills and enter the healthcare workforce.



# CNA DATA

## Program Success - Partner Satisfaction

- **Partner Satisfaction Survey**
  - **Access to students - 9.6**
  - **Scheduling of presentation - 8.8**
  - **Communication - 9.4**
  - **Resources - 8.4**
  - **Resolution of Challenges - 8.8**
  - **All will continue to provide support in 2025-2026**





Region 14  
**PACE**



Certified Nursing Assistant (CNA)

**2025-2026**

**What's NEXT?**



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# 2025–2026 WORK PLAN

## Support High Quality Instruction

- Continue to provide training and support to ESC instructor and district proctors
- Support district leadership in CTE Requirements and Reporting
- Continue to seek and support quality resources and supplies

## Align Regional to District Initiatives

- Seek opportunities for districts to partner
- Support development of district and regional goals for CNA or other healthcare opportunities
- Expand partnership support and opportunities for students

## Communicate Progress and Results

- Continue to update program resources, compliance and metrics to districts and partners
- Maintain MOUs, Contracts and other partnership agreements while seeking to extend program
- Develop avenues for sharing program updates







# THE FUTURE OF PACE CNA

- Building Timeline of events for 2025-2026
- Update MOUs for Fall 2025-2026
- Procure additional long-term care facilities
- 15 Potential Districts - 49 Students
- Creating IN house testing facility at Region 14 with the hopes of allowing other outside entities to utilize
- Expanding partnerships

# THE FUTURE OF PACE CNA



25-26 District  
Interest:

Anson  
Aspermont  
Breckenridge  
Colorado  
Cross Plains  
Gorman  
Hamlin  
Hawley

Highland  
Ira  
Jim Ned  
Lueders-Avoca  
Merkel  
Paint Creek  
Stamford







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