



Planting the Seed, a Nursing Pipeline Program

Krista J. Simmons, MSN, ANP-C, CNL, CNE



Purpose

To implement a pipeline program that prepares underrepresented students for admission and matriculation through a nursing program.

Background/Overview

- Benefits of pipeline programs for minority students include:
 - Awareness and knowledge of the nursing profession
 - Mentorship
 - Academic support

Assessment

- Limited human and financial resources are available to support career counseling for students attending St. Louis City and County Public Schools.
- Black students are 21% more likely to drop out of St. Louis Public Schools than White students (St. Louis- Mo Gov Missouri Gov, 2011-2022).
- St. Louis Community College Nursing Program has the most diverse student population. In 2020 their LPN and RN graduation rate was 65.1% (St. Louis Community College, 2022).

Objectives of the Program

- Provide early introduction to the nursing profession
- Offer ongoing academic advisement
- Provide structured quarterly mentorship meetings led by minority nursing students and nursing faculty
- Expose students to the nursing profession through volunteer opportunities at healthcare facilities
- Offer pre-entry standardized college test preparation
- Assist students with their search for nursing programs
- Offer resources for parents to support the students' academic endeavors

Framework



Plan

Implement a pilot program with 10 or more incoming freshman students at Carr Lane, located in St. Louis City in the summer of 2023.

Expected Outcomes

- Students will be actively and purposefully engaged in their academic success.
- Students will have more knowledge of the nursing profession.
- Students will be academically prepared to matriculate through a nursing program.
- Students will have an increase self efficacy.
- Students will enroll in a nursing program.

Process Improvements

- The Plant the Seed Team will have monthly meetings to discuss strategies for process improvements.
- Students will complete formative and summative evaluations after each session
- Quarterly meetings with community partners (community college, high school, and hospital facilities) will be held to obtain feedback about the program for continued process improvement.

References

St. Louis Community College. (2022). *Nursing*. <https://stlcc.edu/programs-academics/pathways/health-sciences/nursing/>

St. Louis- Mo Gov Missouri Gov. (2011-2022). *High School Graduation Rate*. <https://www.stlouis-mo.gov/government/departments/mayor/initiatives/resilience/equity/youth/education-attainment/high-school-graduation-rate.cfm#:~:text=Black%20students%20at%20public%20or,school%2C%20no%20matter%20their%20race>



CAPSTONE PRESENTATION & GRADUATION

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Biography

Krista Simmons is an Assistant Professor and the coordinator for the HRSA Nursing Workforce Diversity Award Program at Trudy Busch Valentine School of Nursing. Krista is committed to creating a visibly diverse nursing workforce as well as an inclusive student-centered learning environment. She has participated in several diversity initiatives at the school of nursing including formalizing the Holistic Admission Process. Krista has spoken at several St. Louis City High Schools about the nursing profession and recognized that there was not a structured process that assisted students prepare for nursing school. This provided additional insight regarding the impact that poverty, systemic racism, and psychosocial dynamics have on underrepresented students' ability to successfully matriculate through the education system. Krista recognized the need for a structured nursing pipeline program that included: mentorship, academic advising, and job shadowing. Introducing "Plant the Seed" a pipeline program that prepares underrepresented students for admission and matriculation through a nursing program.

Contact Information



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