Approving University Official(s): Provincial Senate – New Brunswick
Responsible Unit: Office of the Principal & Vice President, Academic NB
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Student Success Initiative Policy

Purpose

This policy establishes a clear and consistent framework for the Student Success Initiative (SSI) at Yorkville University ("Yorkville"). The policy supports student well-being, retention, achievement, and an inclusive and supportive learning environment. It provides guidance for identifying, supporting, and evaluating nursing students who may be experiencing academic or practice-related performance concerns during theory, laboratory, simulation, clinical placement, or preceptorship activities.

Scope

This policy applies to all students enrolled in Yorkville's Bachelor of Science in Nursing (BScN) program, nursing faculty, and general science faculty teaching within the BScN program.

Definitions

"Student Success Initiative (SSI)" – A documented faculty-led process used to identify a nursing student's academic or practice-related concern, provide formative feedback, establish a learning plan, connect the student with appropriate support, and evaluate progress.

"SMART Goals" – Goals that are **S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**ime-bound.

Policy Statement

Identification and Initiation

When a nursing student is not progressing or is not demonstrating the expected level of knowledge, skills, competencies, or professional performance in any part of the program, faculty will initiate the Student Success Initiative process.

Formative Feedback and Learning Plan

Faculty will provide formative feedback regarding the identified concern and will:

- State observations objectively.
- Work with the student to develop a learning plan that identifies expected outcomes and SMART goals.
- Support the student in selecting or developing SMART goals appropriate to the identified concern.
- Refer the student to relevant academic or practice supports and resources.

Follow-Up and Documentation
Faculty will follow up with the student to evaluate progress and the effectiveness of the learning plan and identified supports.

A record of each meeting and all related documentation will be maintained in the student's file, as required. Faculty will document the student's progress and provide the student with a summary of the follow-up.

Escalation
If the identified concern persists or the student does not demonstrate sufficient progress following implementation of the learning plan, the SSI Form and related documentation will be forwarded to the Associate Dean of Nursing. The Associate Dean will meet with the student to determine appropriate next steps in accordance with applicable academic and University policies.

Non-Academic Concerns
Where the identified concern is non-academic, the student will be referred to Student Services for assessment and appropriate support or referral.

Equity, Diversity, Inclusion, and Accessibility
The University promotes a respectful, discrimination- and harassment-free learning environment grounded in equity, diversity, and inclusion, with equitable opportunities for individuals from all backgrounds to pursue an education. Equitable access may require different supports for individuals and groups experiencing attitudinal, historical, social, or environmental barriers related to age, ethnicity, disability, economic status, marital status, family status, Indigenous identity, nationality, race, creed/religion, gender, sexual orientation, gender identity, or gender expression.

Accommodations and accessibility supports are provided in accordance with applicable provincial human rights legislation. These supports enable students to demonstrate their knowledge and skills and meet essential program requirements without reducing academic standards or altering those requirements. Students with permanent, episodic, or temporary disabilities and medical conditions may receive individualized accommodations, assistive technologies, barrier-removal supports, and other resources to support course and program completion.

The University also promotes mental health and well-being through free webinars, literature, 24/7 online and telephone mental health resources, a well-being online tool, and confidential counselling for students and their family members through Homewood Health.

The Student Services Department supports students and faculty in developing accessible learning environments and individualized accessibility and accommodation plans that promote academic success.

Related Information

- *Grading and Scholastic Requirements Policy*
- *Student Success Initiative Form - Nursing*
- *Nursing Faculty Clinical Practice Guide*

Contacts

For questions regarding this policy, please contact:

Department/Office Name: Office of the Principal & Vice President, Academic NB
Email: VPANB@yorkvilleu.ca

Note: Names and structures of Yorkville offices or governing bodies may change over time. Such changes do not affect the validity of this policy. To confirm the current responsible office or body, contact the Office of Regulatory and Government Affairs at academicgovernance@yorkvilleu.ca.

Revision History

Version Code	Date	Summary of Changes	Authorized by (Title)
1.0	October 30, 2026	New policy	Provincial Senate – New Brunswick