Agenda Item: 3.2.9.b.
Prepared by: R. Wilson/V. Ayars
Board Meeting: July 2007

PROPOSAL TO ESTABLISH A NEW NURSING EDUCATION PROGRAM
CAREER ACADEMY OF TEXAS
VOCATIONAL NURSING EDUCATION PROGRAM

SUMMARY OF REQUEST:
Consider the Career Academy of Texas, Incorporated proposal to establish a Vocational Nursing Program in Grapevine, Texas and results of the survey visit conducted by board staff. The final revised version of the proposal was sent to members of the Board under a separate cover. A Notice of Public Hearing has been posted (*See* Attachment One).

HISTORICAL PERSPECTIVE:

- Career Academy of Texas, Incorporated began the first proposal process in 2004.
- The school officials have submitted an initial and several draft proposal documents for review by board staff since 2001. Each draft was preceded and followed by telephone and email consultations with the Nursing Consultants for Education.
- At the April 2005 meeting, the Board denied approval of the proposal due to numerous major deficiencies in the proposal and the negative findings of the survey visit conducted on April 7, 2005.
- Career Academy of Texas submitted a new proposal to the Board of Nurse Examiners for the State of Texas (BNE) on June 29, 2005 to establish a vocational nursing education program.
- Board staff completed the first review of the proposal (*See* Attachment Two) on November 15, 2005. Vanessa Miller, BA, BS, MS, APRN, DrPH was listed on the front cover of the proposal and her vitae included in the proposal identified Dr. Miller as the prospective director of the proposed program.
- In December 2005, an email was received from Dr. Miller stating that she was not nor never had been associated with Career Academy of Texas and the proposed vocational nursing education program.
- Subsequently, an email was received from Dr. Nosa Evbuomwan stating that Dr. Vanessa Miller would no longer be associated with Career Academy of Texas as the prospective program director.

- A second revised version of the proposal was received in the Board office on November 17, 2006, one (1) year and two (2) days after the first board staff review was sent to Career Academy of Texas on November 15, 2005. Although Rule 214.3 states that "A proposal without action for one calendar year shall be inactivated," board staff opted to continue with the approval process on the proposal received in the Board office on June 29, 2005. There was not any formal action from Career Academy of Texas regarding the proposal from 11/15/05 through 11/17/06, but Dr. Nosa Evbuomwan did communicate with board staff several times via email and telephone during that same period. Board staff reviewed this revised version of the proposal and sent a written review to Dr. Evbuomwan on March 2, 2007 (*See* Attachment Three).
- Board staff conducted a survey visit of the proposed program's facilities on March 12, 2007 (*See* Attachment Four).
- A third version of the proposal was received in the Board office on June 7, 2007 and Board staff reviewed this version and immediately provided written comments for further revisions to Dr. Evbuomwan on June 20, 2007 (*See* Attachment Five). At that time board staff stated to Dr. Evbuomwan that in board staff's opinion there would not be sufficient time for Career Academy of Texas to address the noted deficiencies in the proposal and suggested that presentation of the proposal to the Board wait until the October 18-19, 2007 meeting. Dr. Evbuomwan stated that all the revisions requested by board staff would be addressed appropriately and included in the final version of the proposal and insisted that the final version of the proposal be presented to the Board at the July 19-20, 2007 meeting.
- The final version of the proposal was received in the Board office on June 28, 2007. Board staff notes that some of the requested revisions have been addressed, but several significant areas have still not been appropriately addressed in the final version of the proposal.

SUMMARY OF THE PROPOSAL:

Overview:

- Career Academy of Texas, Incorporated is a proprietary medical/healthcare training school, which presently offers programs in Medical Assisting, Medication Aide, Nurse Aide and Medical Radiology Technology and is approved by the Texas Workforce Commission.
- Career Academy of Texas is proposing to establish a new vocational nursing education program at 925 Minters Chapel, Grapevine, Texas with a proposed initial enrollment of thirty (30) students.

Present and Anticipated Need for Program:

- Proposal included current and future evidence of numerous job openings for Licensed Vocational Nurses (LVNs) in the Grapevine and Dallas/Fort Worth area.
- Results from telephone and paper surveys of local health care agencies conducted by Career Academy of Texas indicate a consistent need for LVNs.
- Letters of support for the proposed program from the Grapevine Chamber of Commerce and various health care facilities were included in the proposal.

Potential Student Population:

- The proposal reveals that the applicant pool will be derived in large part from the existing student population of the school as well as former students.
- Other sources identified include: employees of clinical sites for medication aide and nurse aide programs, telephone inquiries, and students that have applied to other programs and have not been accepted into a nursing program.
- Recruitment efforts will include advertising in local papers, conducting open house, and contacting potential students from a list kept by Career Academy of Texas.

Impact on Existing Programs:

- The proposal included a table listing four (4) vocational nursing programs that are within a 25-mile radius of Career Academy of Texas.
- Based on the data reflecting the number of applicants at each of the four (4) programs, sufficient applicants would be available as prospective students in the proposed vocational nursing education program at Career Academy of Texas.

Director/Faculty:

- The proposal identifies a proposed program director, Regina Oyekoya, BSN, MSN, RN and four (4) prospective nursing faculty persons.
- All of individuals have the required qualifications.

Budget:

- Proposed budget includes salaries, office supplies and expenses, supplies/equipment, insurance, professional fees, maintenance and repairs, references, continuing education, and miscellaneous expenses with an accompanying breakdown of the assumptions underlying the budget.
- The budget projections address the required elements of Rule 214.

Program of Study:

- Proposed curriculum is well-developed and includes all required elements.
- Proposed program curriculum includes 608 hours for classroom instruction and 864 hours for clinical practice.
- The course learning objectives/outcomes for the three (3) clinical courses are essentially the same and contain at least one (1) objective/outcome that is not within the scope of practice for an LVN. Developing care plans is not within the scope practice for an LVN.
- The clinical evaluation tools submitted with the proposal for the clinical courses do not clearly demonstrate leveling and progression throughout the curriculum. Increasing the number of assigned patients does not demonstrate progression. Most of the objective/outcomes are not stated in behavioral terms and are not measurable.

Total Program Evaluation:

- A beginning Total Program Evaluation Plan includes all required items and benchmarks for most criteria.

SUMMARY OF SURVEY VISIT:

- The President of Career Academy of Texas, Dr. Nosa Evbuomwan, the prospective program director, and several prospective faculty persons conducted the tour of the site and provided additional information to the Board visitors.
- A report of the survey visit is included in this document (*See* Attachment Four).
- Concerns from the survey visit include, but are not limited to, the following:
  - The chairs at the tables in the large classroom are crowded together with very little room between them. With the students being in such close proximity to one another, security during examinations is a concern. Overcrowding in the computer areas is a concern.
  - There is minimal software for students' use. The majority of the CD's are from required textbooks.
  - Clinical evaluation tools submitted with the proposal for the clinical courses do not clearly demonstrate leveling and progression throughout the curriculum. Most of the objective/outcomes are not stated in behavioral terms and are not measurable.

PROS AND CONS.:

Pros:

- Career Academy offers programs in Medical Assisting, Medication Aide, Nurse Aide and Medical Radiology Technology which are approved by the Texas Workforce Commission.
- The actual facility is large enough and has enough available space to accommodate future growth of the proposed program.
- There are adequate restrooms and lounges for the students' use.
- A qualified director and four (4) prospective faculty members have been identified for the proposed program.
- The proposed program of study/curriculum is well-developed and addresses all required elements with a few minor exceptions.
- Adequate clinical facilities for clinical learning experiences have been secured for the first cohort of students.
- Adequate budget projections to operate the program and acquire the necessary facilities, resources and services were included.
- Students will have access to an online library service subscribed to by Career Academy of Texas.

Cons:

- There is concern about the commitment of the prospective director and faculty to being employed by Career Academy of Texas based on the prior history of at least one (1) individual identified by Career Academy of Texas as a prospective director and then this individual disavowed any association with the school. Additionally, while the prospective director and the four (4) prospective faculty members are licensed as nurses in Texas, the prospective director and one (1) prospective faculty member list their primary state of residence in another state.
- The crowded large classroom is lacking ample room for students in order to provide an environment conducive to learning. Security during examinations is also a concern in the crowded large classroom. Overcrowding in the computer areas is a concern.
- There is a concern regarding the validity of program resources, i.e., equipment, mannequins, listed in the proposed program's inventory. For example: Board staff saw only one (1) appropriate mannequin during the survey visit and it was not a full service mannequin. The inventory lists four (4) mannequins and three (3) infant mannequins. During the survey visit, Dr. Evbuomwan stated that a Convalescent Kelly mannequin had already been purchased, but was unable to provide a purchase order for verification. Additionally, a purchase order for a Convalescent Kelly mannequin is included in the final version of the proposal, but it is dated 6/20/07.
- There is minimal software for students' use. The majority of the CD's are from required textbooks.
- Copies of current clinical affiliation agreements from all the identified clinical facilities that will be utilized by the proposed program have not been submitted to date.
- The course learning objectives/outcomes for the three (3) clinical courses are essentially the same and contain at least one (1) objective/outcome that is not within the scope of practice for an LVN. Developing care plans is not within the scope practice for an LVN.

- Clinical evaluation tools submitted with the proposal for the clinical courses do not clearly demonstrate leveling and progression throughout the curriculum. Most of the objective/outcomes are not stated in behavioral terms and are not measurable.

STAFF RECOMMENDATION:
Staff recommendation is presented to the Board in the form of two (2) options.

1. Move to defer approval of the proposal for a vocational nursing education program to be established by Career Academy of Texas, Incorporated until Career Academy of Texas revises the current proposal to reflect the requirements of Rule 214 and the applicable Board guidelines, board staff reviews the revised proposal, a survey visit of the proposed program's facility is conducted by board staff, and the Board is able to determine that the proposed program meets all the requirements necessary to be approved by the Board to offer a vocational nursing education program of study, as indicated in the attached letter (*See* Attachment Six).

2. Move to deny approval of the proposal for a vocational nursing education program to be established by Career Academy of Texas until such time, and no sooner than one (1) year from July 19, 2007, that Career Academy of Texas, Incorporated submits a comprehensive proposal that reflects the requirements of Rule 214 and the applicable Board guidelines, board staff reviews the new proposal, a survey visit of the proposed program's facility is conducted by board staff, and the Board is able to determine that the proposed program meets all the requirements necessary to be approved by the Board to offer a vocational nursing education program of study, as indicated in the attached letter (*See* Attachment Six).

Attachment One
Agenda Item: 3.2.9.b.

BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING

for

Consideration of a Proposal from Career Academy of Texas, Incorporated

To Establish A

Vocational Nursing Education Program

at

Grapevine, Texas

Date and Time: July 19, 2007 at 10:30 a.m.

Place:
Hobby Building
333 Guadalupe Street
Tower 2, Room 225
Austin, Texas

The Board will hear testimony from individuals who wish to present information concerning the proposal. Written testimony will also be considered and should be received in the Board's office by July 9, 2007.

Address written testimony to:

Katherine Thomas, MN, RN, Executive Director
Board of Nurse Examiners
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

Attachment Two
Agenda Item: 3.2.9.b.

BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS

Staff Review of Proposal to Develop a Vocational Nursing Education Program
Career Academy of Texas, Inc.
Grapevine, Texas
Staff Review of 1st Version of Proposal

The first proposal draft was received in the Board office on June 29, 2005. Please be aware that this is considered a new approval process and a new proposal to develop a vocational nursing education program. It is not a continuation of the previous proposal reviewed by Board staff and a continuation of the previous approval process. Adequacy of the content of first proposal draft received on June 29, 2005 is discussed and areas that require further clarification or revision are **written in italics.** Please respond to all questions and make any necessary revisions prior to submitting a revised proposal.

Reviewers: Robbin Wilson, MSN, RN & Virginia Holmes, MSN, RN

Date: November 15, 2005

General Requirements:

1. Approval Fee of $150.00 was not submitted with the appropriate application form and proposal. *Please submit the fee of $150.00 to the Board of Nurse Examiners, 333 Guadalupe Street, Suite 3-460, Austin, Texas 78701-3942. Additionally, please complete and submit the appropriate application form with the $150.00 fee.* The Application for Approval of New Nursing Education Program form can be accessed on the BNE web site, www.bne.state.tx.us, under the Nursing Education Information link and then the Education Guidelines link. The application form is included in the 3.1.1.b. Education Guideline: Proposal to Establish a New Vocational Nursing Education Program.

2. Vanessa Miller, BA, BS, MS, APRN, DrPH is listed on front cover of the proposal. This seems to indicate that Dr. Miller is the author of the proposal. *Please verify who is the author of the proposal.*

3. *Has the proposed director and at least one proposed faculty person reviewed and approved the curriculum?*

4. Appendices are included throughout the proposal, but labeled as attachments. *Although these attachments are labeled, I would suggest that all the attachments be titled 'Appendices' and be located in one place, preferably at the end of the proposal, with a Table of Appendices included for easier reading and reference.*

1. PROPOSAL AND RATIONALE

a. Controlling agency/institution: Proprietary medical/healthcare training school identified as Career Academy of Texas, 925 Minters Chapel Road, Grapevine, Texas 76051, Telephone 817-310-0440.

b. Evidence of State Education Agency Accreditation: Copy of Certificate of Approval for Career Schools and Veterans Education from Texas Workforce Commission effective from November 12, 2004 to September 28, 2005 provided. *Revised proposal should include updated certificate.*

c. Statement of Proposal:

1. Proposed program is a new program.
2. Location: Grapevine, Texas.
3. Proposed enrollment date: May 2005. **Comment:** Students may not be enrolled until proposal is approved by the Board of Nurse Examiners at a regularly scheduled Board meeting. *The proposed enrollment date should be revised.* The number of students for the proposed enrollment does not match the number of students included in the budget information on page 13 of the proposal. *Please correct.*

4. Number of students: According to the proposal, the first cohort will consist of 24 students with a second cohort admitted in six months. The plan is to enroll two classes of 24 students per year, totaling 48 students per year. **Comment:** The Board usually does not approve enrollment of two classes during the first year of a new vocational nursing education program. *Reconsider the date of the first cohort of students and the number of cohorts per year.*

D. Present and Anticipated Need for Program:

1. Description of Need: Not fully developed. *See below for particulars.*

2. Demographic information includes population and several types of businesses and industries. Demographic characteristics of the community showing a population of clients with health care needs that can be met by nurses with the level of nursing education to be provided by the proposed program is not fully developed. *Please include these demographic characteristics in the revised proposal. Dates for all factual information presented in this section of the proposal need to be included.*

3. The focus for employment of graduates from a new VN program is local nursing homes and hospitals. Table 1 lists these facilities with data. The survey tool is included as Attachment D1. *Provide a date(s) for the survey, including any telephone surveys.*

4. Letters of support from the Grapevine Chamber of Commerce, three healthcare agencies, and one physician were included in the proposal. These were not labeled as attachments/appendices. *Please label all attachments/appendices appropriately and include them in the Table of Appendices. Additional letters of support from other community agencies would be of benefit.*

E. Potential Student Population

1. Description of potential student population: The proposal cites numbers of applicants to other VN programs who were not admitted as potential students but the proposal did not provide sources for the quoted numbers. Numbers alone do not guarantee that applicants are qualified for admission. *A description of potential students should provide a profile of students who will be recruited.*

2. Survey of applicant pool:

   a. Potential sources of students: The proposal indicates that present students in the Career Academy have expressed interest in the VN program. Survey tool included as attachment E1. Data is included but, no date is provided. *Sources of students surveyed is not fully explained. Other sources of students should be included with the proposal.*

   b. Intended dates to start program of those surveyed: *Data provided should include potential students' intended dates to start the program. Provide indicators of continued interest in the proposed program sufficient to sustain more than an initial cohort of students.*

   c. Educational and employment goals: Included in data.

3. Description of student recruitment and selection process: Included in proposal.

F. Impact on Existing Programs

1. Locations and names of existing VN programs within a 25 mile radius: Information is presented in table format, Table 4. Four schools within a 25 mile radius which provide VN education are mentioned. Incomplete information is provided. Three schools located beyond 25 mile radius are included, but with incomplete data. No source for the information

is provided. The statement that the graduates from these programs do not meet the needs for LVNs in the county is not supported by data. *Provide evidence to support claims. Provide sources for data that is presented. Provide dates for the data that is included in proposal*
Correct incomplete data that is presented. Page 6 mentions Tarrant County College, but this school does not have a VN program. Correct all inaccuracies in this section.

2. Effects of program changes: N/A

II. OPERATIONAL ORGANIZATION

A. Controlling Agency/Institution Philosophy/Mission Statement: Included in proposal.

B. Organizational Charts:

1. Controlling agency/institution: The organizational charts clearly show a Director of Nursing who is administratively responsible for the VN Program. *The program needs to be titled a VN Program rather than an LVN Program as students are not licensed vocational nurses (LVN's) until passing the NCLEX-PN® examination.* The curriculum vitae of the proposed director has been included that indicates the proposed director meets the requirements as a registered nurse licensed to practice in the State of Texas, having been actively employed in nursing for the past five years (preferably in supervision or teaching), holding a degree or equivalent experience that would demonstrate competency and advanced preparation in nursing education and administration, and having had five years of varied nursing experience since graduation. According to the vitae submitted with the proposal, it would appear that Dr. Miller meets the requirements of the rule to be appointed Director of Nursing. The Qualification form submitted with the proposal is an old form. *A New Dean, Director, or Coordinator of a Nursing Education Program Qualification Form must be submitted to the Board office with the necessary supporting documentation before the proposed a director can be approved by the BNE. Please see 3.4.1.a. Education Guideline: "Approval Process for a New Dean, Director, or Coordinator of a Nursing Education Program" available on the BNE web site under the Nursing Education Information link.*

2. Nursing department: Separate and clear organizational chart of the nursing department included in proposal.

C. Budget: Some allocations in budget items seem inappropriate and need explanation. For example, the budget appears to be based on a single student enrollment of 30 students per year. This does not match information in other sections of the proposal.
Please reconcile all conflicting information in the proposal.

D. Location and Description of Facilities: A diagram of the space is provided, but does not label restrooms or faculty offices. The number of classrooms listed and number of classrooms indicated on the diagram do not match. *Provide an accurate diagram identifying all spaces. Please reconcile all conflicting information.*

E. Program Resources: A Nursing Laboratory Resources list and Skills Kit list were included with the proposal. The amount of equipment listed on the Nursing Laboratory Resources list is not sufficient for the number of students that will be enrolled. Additional equipment will need to be purchased. Please provide a written plan for acquisition of additional equipment. In the proposal it is stated that the Skills Kit list items will be purchased by students, but will be purchased by the program? Kits are listed in the Budget on Page 13. What are the Kits listed on the Budget on Page 13? *Provide clarification regarding the Skills Kit list. Provide details about how the eight computers in the computer lab will be utilized by the VN students. Submit an inventory of hardware and software in the computer lab. Provide a list of all holdings, including audio-visual holdings, that are part of the library holdings or available in the program for use by VN students.*

F. Clinical Facilities:

1. Signed contractual agreements: A copy of one signed agreement/contract is included which is applicable to one hospital, RHD Memorial Medical Center, within Tenet Health System. One letter of intent is included for a nursing home. Two agencies are listed in the proposal as to be used as Supplemental Clinical Experiences. There are a number of problems with several statements throughout the standard and signed "Affiliation Agreement" that is included in the proposal. Page 1. A. states that the ". . . School offers a degree program in the field of Vocational Nursing and Radiological Technology." This is incorrect. A degree is not offered. The words "Radiological Technology" should be removed from this agreement/contract. On page 1 under 1.a. which reads in part "...which Program shall be approved in advance by Hospital," it is implied that the hospital approves the program. Item No. (7) on page 2 requires that it is the responsibility of the school to "perform such other duties as may from time to time be agreed to between School and Hospital." This conflicts with Rule 233.68 which states that "Schools shall NOT permit utilization of students for hospital staffing." Page 2 also states that "All students, faculty, employees, agents and representatives of School participating in the Program while on Hospital premises shall be accountable to Hospital's Administrator." Students and faculty should not be expected to be accountable to the Hospital Administrator and this should be stricken from the agreement. Page 3 under Responsibilities of Hospital (a), it states that "Hospital shall coordinate School's rotation and assignment schedule with its own schedule and those of other educational institutions." The Hospital has no authority to dictate the program's schedule. On page 4(b) under Withdrawal of Program Participants, the contract states that the Hospital may request School to withdraw or dismiss a Program Participant from the Program at Hospital when his or her clinical performance is unsatisfactory to Hospital or his or her behavior, in Hospital's discretion, is disruptive or detrimental to Hospital and/or its patients." The Hospital has no authority to seek dismissal of a student from the program. The affiliating agency may recommend dismissal and such recommendation(s) shall be in writing. Page 18 of the proposal attempts to explain, in part, the above issues with the contract, but the wording described above should be removed from any written agreements with affiliate clinical agencies. **In general, the written affiliation agreement/contract shall reflect the requirements of BNE Rule 214, Vocational Nursing Education, and this agreement/contract does not. The Affiliate Agreement/Contract needs reconsideration and revision based on the requirements of BNE Rule 214.**

2. **Clinical affiliation data:** A clinical affiliation data form was provided for the one hospital. On the form it is indicated that no other nursing program utilizes the facility for clinical learning experiences. We have information that at least one other nursing program utilizes this facility. *Please include documentation from the facility indicating the number of programs and the names of any nursing education utilizing the facility.* A second clinical affiliation data form was provided for Hurst Plaza Nursing and Rehabilitation, Inc. *Please include documentation from the facility indicating the number of programs and the names of any nursing education utilizing the facility. Explain arrangements made with other programs to avoid scheduling conflicts.*

3. **Letters from Directors of Nursing from affiliating agencies:** No letters from directors of nursing from the two affiliating agencies identified in the proposal were included indicating whether or not other nursing programs utilize the facilities . *Provide letters which address evidence that existing programs would not be jeopardized if the clinical agency extends the use of its facilities to the proposed program and that the number of students can be accommodated for clinical practice on medical-surgical units and in each of the specialty areas.*

G. Faculty Policies:

1. **Qualifications, responsibilities, performance criteria, terms of employment:** Position descriptions for the director and faculty were not included in the proposal. Not all the required written faculty policies were included with the proposal. *Please include job descriptions for the director and faculty in the revised proposal. Please include written*

faculty policies for responsibilities, performance evaluation criteria, terms of employment, workload for faculty and the director, faculty orientation plans, and faculty development plans.

Old Qualification forms were submitted for three proposed faculty persons. *Please submit a vitae for each proposed faculty person. Re-examine proposed faculty to ensure they meet qualifications and are qualified to teach in the area of assigned teaching responsibilities.*

One of the proposed faculty persons is an LVN. *Please see 3.5.3.a. Education Guideline, "Utilization of Licensed Vocational Nurses as Faculty in vocational Nursing Education Programs", to be sure that all requirements and recommendations are met. This Education Guideline can be accessed on the BNE web site, under the Nursing Education link and then under the Education Guidelines link.*

2. **Availability of faculty:** *Provide information about availability of qualified needed faculty who may be needed in the future.*

H. Program/Student Policies: A student handbook was included with the proposal. Narrative at the beginning of the Student Handbook discusses the Texas State Vocational Nursing Title Act. This title act is no longer applicable to Vocational Nursing. LVN's now have a Nursing Practice Act. The term "BVNE" is used in several areas in the Student Handbook. The BVNE is no longer in existence. The two nursing boards merged in February 2004. *Please correct the above misinformation in the Student Handbook.* A list of required textbooks was included with the proposal. The list did not include the publication date for each textbook. *Please include the publication date for each required textbook.*

1. **Admission requirements:** Addressed.

2. **Selection process:** Addressed.

3. **Non-discrimination policy:** Addressed**.**

4. **Admission of classes:** Addressed.

5. **Holiday, vacation, attendance/absences:** Addressed

6. **Grading system and progression policies:** Addressed, but the Grading Scale that is in the Student Handbook does not match the Grading Scale that is presented on the Curriculum Analysis form. *Please correct all inconsistencies.*

7. **Dress code:** Addressed.

8. **Withdrawal, reinstatement and dismissal policies:** Addressed.

9. **Student counseling, grievance procedures:** Addressed.

10. **Transfer policy:** Addressed.

11. **Challenge policy if applicable:** Not evident. *Include challenge policy if applicable.*

12. **Other Board requirements:** Information about eligibility for licensure is provided in the student handbook and rule 239.12 is referenced. *This rule is incorrect. Please state correct rule reference.* ***A form to indicate Receipt of Eligibility Information should be included in the Student Handbook.***

III CURRICULUM PLAN

A. Nursing program philosophy, conceptual framework, program objectives and entry level competencies. A philosophy is included which mentions the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs and a conceptual framework is included which also mentions the Differentiated Entry Level Competencies . . . *Correct the references to the title of "Differentiated Entry Level..." to include the entire title.*

B. Curriculum Analysis: There is one item, Personal and Vocational Adjustments, that is included on the Curriculum analysis form without any information or data. Major concepts identified in the Conceptual Framework are not seen flowing through the curriculum. There are discrepancies in the calculations of class/clinical hours and in the consistencies of numbers when comparing the curriculum charts to the class schedules, curriculum analysis form and the syllabi included in the proposal. *Please check all items and data for accuracy and provide corrected information in the curriculum analysis, curriculum charts, class schedules, and/or syllabi.*

C. Master Curriculum Plan: The form is provided but the numbers are not accurate. *Please provide accurate tables.*

D. Curriculum objectives: Level schedules are provided.

E. **Student Course/Faculty Evaluations**: Copies of the student course evaluation and faculty evaluation are provided. Faculty evaluation tool does not appear appropriate for a student to complete. *Please revise as appropriate.*

F. Syllabi: Some of the course descriptions mention nursing but few of the course objectives are written from a nursing care perspective. Most of them could be viewed as objectives for any type of health related courses. Courses indicate that a percentage of the grade is based on class assignments or outside assignments**,** but there are no descriptions of these assignments nor grading criteria. Course objectives and content appear to have been taken directly from textbooks and do not reflect the conceptual framework. Some of the totals for clinical hours seem inaccurate. *Revise syllabi for consistency in format, clarity of assignments and grading criteria, more emphasis on nursing and VN role in course objectives, corrected clinical hours.*
Unable to find inclusion of growth and development content in the curriculum.

VNSG 1420, Anatomy & Physiology: Texts on syllabus are on Book List provided. *Question: Are they required texts or recommended?*

VNSG 1502, Applied Nursing Skills: *Questions: What will be the process for skills check-offs? Will students have opportunity to practice? Will students know what it will take to succeed on check-offs? Where is the evaluation tool for the check-offs? How much of the time is actually lab and lecture? Will students have a list of terms for medical terminology quizzes? Please provide explanations.*

VNSG 1304 Foundations of Nursing: *See general notes about syllabi and provide information.*

VNSG 1227 Essentials of Medication Administration: *Is this the pharmacology course? If so, a pharmacology text is not required. Is this an oversight? Is pharmacology integrated throughout the curriculum? If so, there are no objectives related to pharmacology in any of the course objectives.*

VNSG 1500 Nursing in Health and Illness I: *Taber's is listed as a required textbook. It is not listed on the Text Book List. See general notes about syllabi and provide information.*
VNSG 1126 Gerontology: *See general notes about syllabi and provide information.*

VNSG 1116 Nutrition: No textbook in nutrition is required. *Is this an oversight?* Very little information is provided in this syllabus. *See general notes about syllabi and provide information.*

VNSG 1460 Clinical I: *Where will the clinical experiences be carried out for this course? (Long term care, rehabilitation hospital)* Most of this syllabus duplicates information in the student handbook. Student will be evaluated in writing using "Clinical Performance/Anecdotal Record Sheet." *How will students be evaluated for the Expected Behaviors/Nursing Actions of Clinical I Students noted on page 20 of this syllabus? Where are the criteria for this evaluation?*

VNSG 1509 Nursing in Health and Illness II: *Is the objective related to ACLS principles appropriate for this level student?*

VNSG 1330 Maternal-Neonatal Nursing: *See general notes about syllabi and provide information. Which clinical facility will be used for this course? Unable to find any clinical objectives related to Maternal-Neonatal Nursing.*

VNSG 1234 Pediatrics: *See general notes about syllabi and provide information. Which clinical facility will be used for this course? Unable to find any clinical objectives related to Pediatrics.*

VNSG 2460 Clinical II: *How does the clinical evaluation tool measure progression in students' expected behaviors? What are the criteria for evaluating students for clinical performance?*

VNSG 1510 Nursing in Health and Illness III: *See general notes about syllabi and provide information.*

VNSG 1138 Mental Illness: No text in mental health is required. Information in syllabus is very limited. *Where will students access mental health content in texts? See general notes about syllabi and provide information.*

VNSG 1119 Professional Development: Criteria for grading assignments is not included. *Please provide criteria for grading all assignments.*

VNSG 2461 Clinical III: *How does the clinical evaluation tool measure progression of expected student behaviors across the program? What are criteria for evaluating clinical performance?*

Examinations: *How do exam questions relate to course objectives? Are any questions repeated on other exams?* Some questions do not seem appropriate for VN student or for specific course. Most questions are at the knowledge level. OB questions seem appropriate to course outlines. On the Medical-Surgical exam, more than half the questions are not appropriate to the content in NHI 2. There are some questions for anatomy and physiology, pediatrics, skills and NHI 1. On the skills exam, several questions did not have a related unit objective or were not identifiable in the unit outlines. Students should not be given free credit on exams. *Review and revise exams for appropriateness.*

G. **Level clinical evaluation tools:** Clinical evaluation tools should demonstrate progression in expected behaviors of students. See comments above with clinical course syllabi. *Revise clinical evaluation tools so that each clinical course has a separate tool and tools measure student progression in cognitive, affective, and psychomotor achievement in course objectives.*

H. **Tentative clinical rotation plan:** Sample Schedule for Clinical 3 is provided.

I. **Total Program Evaluation:** A Master Evaluation Plan (Total Program Evaluation) is included in the proposal.

BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS
Board Staff Review of Proposal to Develop a Vocational Nursing Education Program
Career Academy of Texas, Inc.
Grapevine, Texas
Staff Review of 2nd Version of Proposal

Primary Reviewer: Robbin Wilson, MSN, RN

Secondary Reviewers: Betty Sims, MSN, RN and Janice Hooper, PhD, RN

Date: March 2, 2007

The first proposal draft was received in the Board office on June 29, 2005. The second revised version of the proposal was received in the Board office on November 17, 2006, one year and two days after the first board staff review was sent to Career Academy of Texas on November 15, 2005. Although Rule 214.3 states that "A proposal without action for one calendar year shall be inactivated," we have opted to continue with the approval process on the proposal received in our office on June 29, 2005. There was not any formal action from Career Academy of Texas regarding the proposal from 11/15/05 through 11/17/06, but Dr. Nosa Evbuomwan did communicate with board staff several times via email and telephone during that same period.

Please be aware that this is considered a new approval process and a new proposal to develop a vocational nursing education program. It is not a continuation of a previous proposal reviewed by board staff and/or a continuation of a previous approval process.

Please note: As you are aware, when it was discovered that Career Academy of Texas had not submitted the Approval Fee of $150.00 and a completed Application for Approval of New Nursing Education Program form as instructed in the first board staff review of the proposal, formal review of the proposal was halted until such time as the approval fee and the completed application form was received in the Board office. After receipt of the approval fee and the completed application form on February 13, 2007, board staff continued the formal review of the second revised version of the proposal and particular attention was given to the areas in the first staff review of the proposal stated as needed revision and/or clarification. **Areas that were not revised or clarified as requested by board staff have been indicated** and adequacy of the content of the second revised version of the proposal received on November 17, 2006 is discussed. Areas that still require further clarification or revision are **written in bold, italics, and underlined in some areas.**

Please read this review carefully, respond to all questions and make any necessary revisions/additions based on board staff's comments prior to submitting a third revised version of the proposal. Neglecting to respond to all questions and make the necessary revisions/additions based on board staff's comments prior to submitting a third revised version of the proposal, may delay finalization of the proposal and presentation of the finalized version of the proposal to the Board at a regularly scheduled Board Meeting.

Make all revisions, additions, and responses to questions in a **red font**. The **red font** can easily be changed to a **black font** prior to submission of the finalized version of the proposal to board staff. Once the proposal is finalized and deemed ready by board staff for presentation to the Board at a regularly scheduled Board Meeting, board staff will instruct you to send a copy of the finalized version of the proposal to the Board office and a copy to each Board member.

General Requirements:

1. The Approval Fee of $150.00 and the appropriate application form were not submitted with either the first version of the proposal or the second revised version of the proposal. **A completed Application for Approval of New Nursing Education Program form and the $150.00 approval fee was received in the Board office on February 13, 2007.**

2. ***Please do not use plastic sheet protectors in the proposal.*** Please **do not** submit any version of the proposal in a **hard binder**. When the proposal is finalized, please have the final version of the proposal bound in a **soft binder.**

3. Originally Vanessa Miller, BA, BS, MS, APRN, DrPH was listed on front cover of the proposal, but now Regina Oyekoya, RN, BSN, MSN is listed on the front cover of the proposal. This seems to indicate that Ms. Oyekoya is the author of the proposal. ***Please verify who is the author of the proposal. This question was not answered in the second revised version of the proposal.***

4. Has the prospective director and at least one prospective nursing faculty person reviewed and approved the curriculum? ***This question was not answered in the second revised version of the proposal. Please submit a signed statement from the prospective director and at least one prospective nursing faculty person indicating that they have reviewed and approved the proposed curriculum.***

5. Tables, charts, sample survey tools, supporting documents, etc., are included throughout the narrative portion of the proposal and some are included at the very end of the narrative portion of the proposal. Some of these tables, charts, sample survey tools, supporting documents, etc., are numbered sequentially as part of the narrative portion of the proposal and some are not. Some of the tables, charts, sample survey tools, supporting documents, etc., have a page with a title preceding the document. ***Although some of the tables, charts, sample survey tools, and supporting documents may provide clarity when included within the narrative portion of the proposal, the majority of these supporting documents need to be titled as an 'Appendix' with a specific number or letter and located together in one area, preferably at the end of the narrative portion of the proposal. References are made throughout the narrative portion of the proposal to "Appendix', but documents are not labeled as such. If a 'Table of Appendices' is included with the proposal and all supporting documents are appropriately labeled, it would make for easier reading and reference. The 'Table of Appendices', with specific page numbers indicating their location, could be included in the 'Table of Contents.' Board staff made a similar suggestion in the first board staff review of the proposal regarding the*** **tables, charts, sample documents, etc.,** ***that were included with the first draft of the proposal. It is extremely difficult to read and understand the proposal in the present format. Please revise accordingly. All supporting documents must be labeled/numbered appropriately and any references to supporting documentation must indicate exactly where the documentation can be located within the proposal.***

6. A copy of 'The NET Nurse Entrance Test, Form B' was included with the proposal. This document has a copyright by Educational Resources, Inc. (ERI). Communication by board staff with ERI revealed that Career Academy of Texas does not have prior formal written permission to reproduce this publication. Additionally, this document is utilized as an entrance examination and should be kept secure. On the front page of the document, included with the proposal, the following statement appears, "No part of the NET may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of the publisher." ***Please submit documentation that Career Academy of Texas has the prior formal, written permission of ERI to reproduce, store, or transmit this document in any form or by any means. If Career Academy of Texas does not have this prior written permission from ERI, please remove this document from the proposal.***

1. PROPOSAL AND RATIONALE

A. Controlling agency/institution: Career Academy of Texas, Inc., is identified as a proprietary medical/healthcare training school and is located at 925 Minters Chapel Road, Grapevine, Texas 76051, Telephone 817-310-0440.

B. Evidence of State Education Agency Accreditation: Copy of Certificate of Approval for Career Schools and Veterans Education from Texas Workforce Commission effective from September 29, 2005 to September 28, 2006 was provided with the second version of the proposal. ***Please include the current certificate of approval from Texas Workforce Commission with the next revised version of the proposal.***

Additionally, a statement is included on page 1 of the proposal that the "School has also been accredited at the Candidate Status level by the Council of Occupational Education (COE)." Please be aware that accreditation by COE is not evidence of state education agency accreditation. ***Please move the statement to a more appropriate area of the proposal and perhaps, the appropriate area for the statement would be under the heading, General Information about Controlling Agency. Additionally, please include documentation of COE accreditation in the proposal with the appendices.***

C. Statement of Proposal:

1. The proposed program is a new program.
2. Location: Grapevine, Texas.
3. Proposed enrollment date: February 2007. **Comment:** Students may not be enrolled until the proposal is approved by the Board of Nurse Examiners at a regularly scheduled Board meeting. ***The proposed enrollment date should be revised depending on the possible target date of Board approval.***
4. Number of students: According to the proposal, the first cohort will consist of 30 students for the 2007/2008 academic year.

D. Present and Anticipated Need for Program:

1. Description of Need: More fully developed in this version of the proposal. ***See below for additional comments.***

2. Demographic information includes population and several types of businesses and industries. Demographic characteristics of the community showing a population of clients with health care needs that can be met by nurses with the level of nursing education to be provided by the proposed program are more fully developed. Dates for all factual information presented in this section of the proposal have been included in some areas. **A specific date or time frame, not just 'last six months', is needed for the information in Table 2.** ***Please revise accordingly.***

3. The focus for employment of graduates from a new VN program is local nursing homes and hospitals. Table 1 lists these facilities with data. The survey tool is included as D1, but a page number is not present. ***The survey tool needs to be labeled as an appendix and included in the 'Table of Appendices' with a specific page number. Please revise appropriately.***

4. Letters of support from the Grapevine Chamber of Commerce, four healthcare agencies, and one physician were included in the proposal. All of the letters are dated in 2005. Letters of support need to be dated within the last year. Additionally, the letters were not labeled as appendices and do not include page numbers. A statement is made on page 5 of the proposal that other organizations are available who work to support students in the LVN program include Catholic Charities, Workforce Advantage, Texas Workforce Commission and Texas Rehabilitation Commission, but there isn't any documentation to support this statement. ***Please obtain more current letters of support, label all appendices appropriately, include page numbers, and include these appendices in the 'Table of Appendices.' Additional letters of support from other community agencies would be of benefit. Provide documentation to support the statement that other organizations support students in the LVN program. Please revise the term 'LVN program ' that is used throughout the proposal, i.e., Table 4, to VN Program'. The program does not prepare LVNs, but unlicensed students to become LVNs. Additionally, on page 5 the statement is made that "The current trend in Nursing Education includes: Classroom instruction, on-line correspondence, in-house training (on-the-job training), seminars, etc." This statement in itself does not appear to have any relevance to demonstrating a need for the program. This statement is not supported by any reference. Please revise all areas appropriately.***

E. Potential Student Population

1. Description of potential student population: The proposal cites numbers of applicants to other VN programs who were not admitted as potential students, but the proposal did not provide sources for the quoted numbers. Numbers alone do not guarantee that applicants are qualified for admission. ***Please provide sources for the data related to applicants to other VN programs in the area who were not admitted or remove the statements.***

2. Survey of applicant pool:

a. Potential sources of students: The proposal indicates that present students in the Career Academy have expressed interest in the VN program, as well as unlicensed staff in long term care facilities in the area.

b. Intended dates to start the program of those surveyed: Data provided includes potential students' intended dates to start the program. The survey tool was included as attachment E1, but in Table 3, the dates in the answers for Question #5 do not match the possible answers to Question #5 in the sample survey tool. ***Please correct the sample survey tool. Additionally, the survey tool needs to be labeled as an appendix and included in the 'Table of Appendices' with a specific page number. Please revise appropriately.***

c. Educational and employment goals: Included in data.

3. Description of the student recruitment and selection process: Included in the proposal.

F. Impact on Existing Programs

1. Locations and names of existing VN programs within a 25-mile radius: Information is presented in table format, Table 4. Four schools within a 25-mile radius which provide VN education are mentioned. Three schools located beyond a 25-mile radius are included. No source for the information presented in Table 4 is provided. ***Provide sources for data that is presented. Provide dates for the data that is included in the proposal. These issues were not addressed as instructed in the first board staff review of the proposal.***

2. Effects of program changes: N/A

II. OPERATIONAL ORGANIZATION

A. Controlling Agency/Institution Philosophy/Mission Statement: Included in the proposal.

B. Organizational Charts:

1. Controlling agency/institution: The organizational charts clearly show a Director of Nursing who is administratively responsible for the VN Program. The curriculum vitae of the prospective director has been included that indicates the prospective director meets the requirements as a registered nurse licensed to practice in the State of Texas, having been actively employed in nursing for the past five years (preferably in supervision or teaching), holding a degree or equivalent experience that would demonstrate competency and advanced preparation in nursing education and administration, and having had five years of varied nursing experience since graduation. According to the vitae submitted with the proposal, it would appear that Ms. Oyekoya meets the requirements of the rule to be appointed Director of Nursing. The qualification form submitted with the proposal is an old form. **A New Dean, Director, or Coordinator of a Nursing Education Program Qualification Form must be submitted to the Board office with the necessary supporting documentation before the proposed a director can be approved by the BNE. Please see 3.4.1.a. Education Guideline: "Approval Process for a New Dean, Director, or Coordinator of a Nursing Education Program" available on the BNE web site under the Nursing Education Information link. This issue was not addressed as instructed in the first board staff review of the proposal. Please address this issue appropriately.**

2. Nursing department: A separate and clear organizational chart of the nursing department is included in the proposal.

C. Budget: Some allocations in budget items seem inappropriate and need explanation. ***Please provide an explanation for what is included in 'Supplies'. Please provide an explanation for what is included in the 'Registration Fee' and the 'Examination Fees' for each student. Please provide a detailed explanation for what is included in 'Books, Supplies & Kits'. Are all textbooks furnished to the students or must the students purchase their own textbooks? On page 13 the 'Estimated Salaries' includes salaries for three instructors, but Assumption #9 states two instructors. Please clarify all issues and reconcile all conflicting information in the proposal.***

D. **Location and Description of Facilities:** A diagram of the space is provided, but the diagram does not indicate the location of the restrooms. ***Please indicate the location of the restrooms.***

E. **Program Resources:** A Nursing Laboratory Resources list and Skills Kit list were included with the proposal. The amount of equipment listed on the Nursing Laboratory Resources list is not sufficient for the number of students that will be enrolled. Additional equipment will need to be purchased. **Please provide a written plan for acquisition of additional equipment.** ***Provide details about how the eight computers in the computer lab will be utilized by the VN students. Submit an inventory of hardware and software in the computer lab. Provide a list of all holdings, including audio-visual holdings, that are part of the library holdings or available in the program for use by VN students. These issues were not addressed as requested in the first board staff review of the proposal. Please address all identified issues appropriately.***

F. **Clinical Facilities:**

1. Signed contractual agreements: A copy of one signed agreement/contract is included which is applicable to one hospital, RHD Memorial Medical Center, within Tenet Health System. This copy of the Affiliation Agreement cannot be included in the proposal. White out has been utilized in the document and additional language has been added without initials to indicated all parties agree to the addition. A copy of a new contract can be included. A copy of a letter and a signed Network Clinical Affiliation Agreement from HealthSouth is included that is dated July 28, 2006. This contract is unacceptable and the copy cannot be included in the proposal. There are a number of problems with several statements throughout the standard and signed "Affiliation Agreement" that is included in the proposal. Page 1. A. states that the ". . . School offers a degree program in the field of Vocational." This is incorrect. A degree is not offered. On page 1 under 1.a. which reads in part "...which Program shall be approved in advance by Hospital," it is implied that the hospital approves the program. Item No. (7) on page 2 requires that it is the responsibility of the school to "perform such other duties as may from time to time be agreed to between School and Hospital." This conflicts with Rule 214 which states that "Schools shall NOT permit utilization of students for hospital staffing." Page 2 also states that "All students, faculty, employees, agents and representatives of School participating in the Program while on Hospital premises shall be accountable to Hospital's Administrator." Students and faculty should not be expected to be accountable to the Hospital Administrator and this should be stricken from the agreement. Page 18 of the proposal attempts to explain, in part, the above issues with the contract, but the wording described above should be removed from any written agreements with the affiliate clinical agencies. ***In general, a written affiliation agreement/contract shall reflect the requirements of BNE Rule 214, Vocational Nursing Education, and the copies included with the proposal demonstrate that these agreements/contracts do not. Copies of signed contractual agreements must be included in the proposal. If the current signed contractual agreements do not meet the requirements of Rule 214, new signed contractual agreements must be obtained.***

2. **Clinical affiliation data:** Three Clinical Affiliation Data forms were provided in the proposal, two acute care facilities and one long term care facility, but these forms are not dated. On each form it is indicated whether or not any other nursing program utilizes the facility for clinical learning experiences. ***Please include documentation from the facility indicating the number of programs and the names of any nursing education utilizing the facility. Please include documentation from each facility indicating the number of programs and the names of any nursing education utilizing the facility. Explain arrangements made with other programs to avoid scheduling conflicts. A support letter is included from the long term care facility, but it is dated June 15, 2005. This letter is outdated. Please obtain a more current letter. Copies of signed contractual agreements must be included for all facilities that will be utilized in any way for clinical learning experiences and dates must be included.***

   A form entitled, Supplementary Clinical Experiences is included. This form is an old form and it references Rule 233.58(d)4 which is no longer in effect. *Please revise the form and remove any reference to Rule 233. Copies of signed contractual agreements will need to be obtained from each facility listed. Dates must be included.*

3. **Letters from Directors of Nursing from affiliating agencies:** See above.

Note: ***A copy of an excerpt from the Texas Administrative Code was included as a freestanding document in this section. If this document is to be included in the proposal, relevancy to the proposal must be indicated and the document must be labeled, numbered, and referenced appropriately***.

G. Faculty Policies:

1. **Qualifications, responsibilities, performance criteria, terms of employment:** Position descriptions for the director and faculty were not included in the proposal. Not all the required written faculty policies were included with the proposal. Including just a few written statements under each heading outlined in the guidelines does not meet the requirement of having a "written policy." ***Please include job descriptions for the director and faculty in the revised proposal. Please include formal, separate, written faculty policies for each of the following: nursing faculty role and responsibilities, performance evaluation criteria, terms of employment, workload for faculty and the director, faculty orientation plans, and faculty development plans. Generally, faculty policies are included in a separate manual or handbook so that these nursing faculty policies, procedures, job descriptions, and guidelines are available for easy access by the nursing faculty. The program's policies and guidelines for students are contained in a Student Handbook. Please consider a similar method for faculty policies and procedures.***

   Old Qualification forms were submitted for three proposed faculty persons. ***Please be aware that the director may have teaching responsibilities, but is not counted as faculty. Please submit a vita for each prospective faculty person. Please list each prospective faculty and the director with anticipated teaching assignments and reexamine each prospective faculty person to ensure that they meet qualifications and are qualified to teach in the area of assigned teaching responsibilities. These issues were not addressed as instructed in the first board staff review of the proposal.***

2. **Availability of faculty:** A statement is provided in the proposal on page 20 regarding faculty availability and that "The school will continue to maintain a list of qualified Registered Nurses who have the necessary qualifications, experience and skills and who can be called upon whenever needed." ***Please provide details of this list, including origin, development, maintenance and how determination that the registered nurses listed are available to be called upon whenever needed?***

H. Program/Student Policies: A student handbook was included with the proposal. The numbers listed on the 'Table of Contents' in the Student Handbook does not match the numbers indicated on the pages in the Student Handbook. Narrative at the beginning of the Student Handbook discusses the Texas State Vocational Nursing Title Act. This title act is no longer applicable to Vocational Nursing. As of 9/28/04, LVN's now have a Nursing Practice Act. ***This issue was not addressed as instructed in the first board staff review of the proposal. Please correct the above misinformation in the Student Handbook.*** On page 48, Differentiated Entry Level Competencies for VN's are mentioned, but this is not the full correct title of the document. ***This issue was not addressed as instructed in the first board staff review of the proposal. Please utilize the correct and full title when referring to this document.*** A list of required textbooks was included with the proposal. The list did not include the publication date for each textbook. *Please include the publication date for each required textbook.*

1. **Admission requirements:** Addressed.

2. **Selection process:** Addressed.

3. **Non-discrimination policy:** Addressed**.**

4. **Admission of classes:** Addressed.

5. **Holiday, vacation, attendance/absences:** Addressed

6. **Grading system and progression policies:** Addressed.

7. **Dress code:** Addressed.

8. **Withdrawal, reinstatement and dismissal policies:** Addressed.

9. **Student counseling, grievance procedures:** Addressed.

10. **Transfer policy:** Addressed.

11. **Challenge policy if applicable:** Not evident. ***Include challenge policy if applicable or include a statement that a challenge policy does not exist.***

12. **Other Board requirements:** Information about eligibility for licensure is provided in the student handbook and Rule 239.12 is referenced. *This rule reference is incorrect. Rule 239 is no longer in effect. Please utilize the correct rule reference. All the required information regarding conditions that may disqualify graduates from licensure and of their rights to petition the Board for a Declaratory Order of Eligibility has not been included in the Student Handbook. The required information must be given to students in both a verbal and written format. A form to indicate Receipt of Eligibility Information should be included in the Student Handbook. These issues were not addressed as instructed in the first board staff review of the proposal. Please correct the above misinformation in the Student Handbook.*

III CURRICULUM PLAN

A. Nursing program philosophy, conceptual framework, program objectives and entry level competencies. A philosophy is included which mentions the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs and a conceptual framework is included which also mentions the Differentiated Entry Level Competencies . . . ***This issue was not addressed as instructed in the first board staff review of the proposal. Correct the references to the title of "Differentiated Entry Level..." to include the full correct title.***

B. Curriculum Analysis: Major concepts identified in the Conceptual Framework are seen somewhat flowing through the curriculum. **The Curriculum Analysis form on page 63 of the proposal indicates that Growth and Development is included in VNSG 1119, but this is a course entitled, Professional Development.** ***Please indicate where growth and development content is included in the curriculum. Please revise the Curriculum Analysis form on page 63 appropriately.*** Course VNSG 1227, Essentials of Medication Administration is the only course that is identified as having pharmacology content, but in the syllabus for this course it is stated that pharmacology and medication administration is integrated throughout the curriculum. Several courses have course objectives related to pharmacology and medication administration. ***Please revise the Curriculum Analysis form to show all the courses where Pharmacology content is included.***

C. Master Curriculum Plan: The form is provided. ***There is a table/calendar on page 71 showing semester lengths, breaks between semesters, and holidays. This table/calendar is not labeled. It cannot be determined exactly what this document represents. Please label this document as to exactly what it is. Where is the document referenced in the proposal? Please explain and revise appropriately***.

D. Curriculum objectives: Level schedules/weekly calendars are provided. ***The level schedules/weekly calendars for each level are not labeled and do not have page numbers. The actual number of hours scheduled each week in Level I does not match the Master Curriculum Plan on page 65.***

E. Student Course/Faculty Evaluations: Copies of the student course evaluation and faculty evaluation are provided. The Faculty Evaluation tool does not appear appropriate for a student to complete. ***Who completes this form? Please indicate the usage of this faculty evaluation. Include this document with the other faculty policies and procedures in a faculty handbook.***

This issue was not addressed as instructed in the first board staff review of the proposal. Please address this issue appropriately.

F. **Syllabi:** The majority of the required textbooks listed on page 27 of the proposal and included in the syllabi are outdated and not the most current editions available. This is also true for recommended textbooks. Some of the textbooks are unavailable. ***Please research and contact your textbook suppliers to determine the most current editions available for each required and recommended textbook. Revise the textbook list on page 27 and all the syllabi appropriately.*** Some of the courses indicate that a percentage of the grades are based on class assignments or outside assignments. Specific grading criterions are not in place so that the students are aware of what must be present in the assignments in order for the students to receive a specific grade. The spacing between words and sentences in some of the syllabi is incorrect and needs reformatting. There are misspelled words in several of the syllabi. ***Revise syllabi for consistency in format, correct spelling, and clarity of a specific grading criterion for assignments that constitute part of the course grade. These issues were not addressed as instructed in the first board staff review of the proposal. Please address these issues appropriately.***

VNSG 1420, Anatomy & Physiology: ***See general notes about syllabi and revise appropriately.***

VNSG 1502, Applied Nursing Skills: ***See general notes about syllabi and revise appropriately.***

VNSG 1304 Foundations of Nursing: ***See general notes about syllabi and revise appropriately***

VNSG 1227 Essentials of Medication Administration: *A statement in the syllabus indicates that pharmacology and medication administration are integrated throughout the curriculum. Several courses throughout the curriculum include objectives related to pharmacology and medication administration.* ***Please address these issues. See general notes about syllabi and revise appropriately.***

VNSG 1500 Nursing in Health and Illness I: See general notes about syllabi and revise appropriately

VNSG 1126 Gerontology: *Which clinical facilities will be used for the content in this course? Board staff were unable to find any clinical objectives related to Gerontology in the Level Clinical Evaluation Tools.* ***Please address these issues. See general notes about syllabi and revise appropriately.***

VNSG 1116 Nutrition: *A statement is included in the syllabus that "There is no separate textbook for the Nutrition course as the information can be found in currently used books to decrease cost to the students." Is this statement correct? A list of required textbooks for the course include two nutrition textbooks.* ***Please revise appropriately. See general notes about syllabi and revise appropriately.***

VNSG 1460 Clinical I: *Specific grading criterions are not in place so that the students are aware of what must be present in the assignments in order for the students to receive a specific grade. Critical behaviors are not identified on the Level Clinical Evaluation Tool.* ***Please address these issues. See general notes about syllabi and revise appropriately.***

VNSG 1509 Nursing in Health and Illness II: ***See general notes about syllabi and revise appropriately.***

VNSG 1330 Maternal-Neonatal Nursing: *Which clinical facility will be used for the content in this course? Board staff were unable to find any clinical objectives related to Maternal-Neonatal Nursing in the Level Clinical Evaluation Tools.* ***Please address these issues. See general notes about syllabi and revise appropriately.***

VNSG 1234 Pediatrics: *Which clinical facility will be used for the content in this course? Specific grading criterions are not in place so that the students are aware of what must be present in the assignments in order for the students to receive a specific grade. Board staff were unable to find any clinical objectives related to Pediatrics in the Level Clinical Evaluation Tools.* ***Please address these issues. See general notes about syllabi and revise appropriately.***

VNSG 2460 Clinical II: *Specific grading criterions are not in place so that the students are aware of what must be present in the assignments in order for the students to receive a specific grade. How does the clinical evaluation tool measure progression in students' expected behaviors? Critical behaviors are not identified.* ***Most of the objectives in the Level Clinical Evaluation Tools appear the same. Different levels of assistance do not demonstrate progression. Please address these issues. See general notes about syllabi and revise appropriately.***

VNSG 1510 Nursing in Health and Illness III: *Specific grading criterions are not in place so that the students are aware of what must be present in the assignments in order for the students to receive a specific grade.* ***Please address these issues. See general notes about syllabi and revise appropriately.***

VNSG 1138 Mental Illness: *Specific grading criterions are not in place so that the students are aware of what must be present in the Care Plan assignment in order for the students to receive a specific grade.* **Please address this issue. See general notes about syllabi and revise appropriately.**

VNSG 1119 Professional Development: Specific grading criterions for the five assignments that constitute 30% of the course grade are not included. ***Please provide the specific grading criterions for all the assignments for this course. This issue was not addressed as instructed in the first board staff review of the proposal. Please address this issue appropriately. See general notes about syllabi and revise appropriately.***

VNSG 2461 Clinical III: *Specific grading criterions are not in place so that the students are aware of what must be present in the assignments in order for the students to receive a specific grade. How does the clinical evaluation tool measure progression of expected student behaviors across the program? Critical behaviors are not identified.* ***Most of the objectives in the Level Clinical Evaluation Tools appear the same. Different levels of assistance do not demonstrate progression. Please address these issues. See general notes about syllabi and revise appropriately.***

Examinations: *A sample examination for each of two different courses was included in the proposal along with the Skills Final. How do exam questions relate to course objectives? Are any questions repeated on other exams? Is a Test Plan utilized during the development of test questions? Will test blueprints be developed and shared with students? Most questions are at the knowledge level and are not from an application perspective. OB questions seem appropriate to course outlines. On the Medical-Surgical exam, more than half the questions are not appropriate to the content in VNSG 1500, Nursing Health and Illness I or VNSG 1509, Nursing Health and Illness II. There are some questions for anatomy and physiology, pediatrics, skills in VNSG 1500, Nursing Health and Illness I. On the Skills Exam, several questions did not have a related unit objective or were not identifiable in the unit outlines.* ***Please review and revise all exams for appropriateness. Please address all the above questions. These questions were not addressed as instructed in the first board staff review of the proposal. Include one sample examination for each course in the curriculum.***

G. **Level clinical evaluation tools:** *Clinical evaluation tools should demonstrate progression in expected behaviors of students. Critical behaviors are not identified on any of the three clinical evaluation tools. Most of the objectives on the clinical evaluation tools are the same. See comments above with clinical course syllabi.* ***Revise clinical evaluation tools so that each clinical course has a separate and different tool. Critical behaviors must be identified on all clinical evaluation tools. If all the behaviors are critical, indicate that they are. Each Level***

Clinical Evaluation Tool should consist mostly of completely different objectives. Tools must measure student progression in cognitive, affective, and psychomotor achievement in course objectives. Different levels of assistance do not demonstrate progression. *The Level Clinical Evaluation Tools for the each of the three clinical courses should be included in the appropriate syllabi and not as freestanding documents in the proposal*. ***These issues were not addressed completely as instructed in the first board staff review of the proposal.***

H. **Tentative clinical rotation plan:** Sample Schedule for Clinical III is provided. Please include Sample Schedules for Clinical 1 and Clinical II. ***Please address these issues. See general notes about syllabi and revise appropriately.***

I. **Total Program Evaluation:** A Master Evaluation Plan (Total Program Evaluation) is included in the proposal. ***Please note: If the program is approved, the benchmarks may need revision after the program is implemented.***

BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS
SURVEY VISIT REPORT
(VN Education Programs)

NAME OF PROPOSED NURSING PROGRAM: Career Academy of Texas, Inc.
Proposed Vocational Nursing Education Program

PRESIDENT OF CAREER ACADEMY OF TEXAS: Dr. Nosa Evbuomwan

PROPOSED PROGRAM DIRECTOR: Regina Oyekoya, BSN, MSN, RN

DATE OF PROPOSED APPOINTMENT: After program obtains BNE approval.

REASON FOR BNE SURVEY: Visit of site to determine adequacy of facilities, resources, and services.

DATE: March 12, 2007 SURVEY VISITOR(S): Robbin Wilson, MSN, RN, Betty Sims, MSN, RN, Richard Robert Gibbs, LVN, Board Member, and Anthony Diggs, BNE Director of Enforcement

BNE APPROVAL STATUS: NA DATE OF LAST BNE SURVEY VISIT: December 12, 2005

ACCREDITATION: Texas Workforce Commission; 03/02/07- 09/28/07

VOLUNTARY ACCREDITATION: Commission of the Council on Occupational Education (COE)

The following survey tool includes only the standard/criteria related to 214.11, Facilities, Resources, and Services which was the focus of the survey visit. No other standard/criteria were evaluated during the site visit.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§ 214.11 Facilities, Resources, and Services		
(a) Classrooms and nursing skills laboratory facilities shall be provided to accommodate the learning needs of the students.	There is one (1) large classroom and two (2) small classrooms designated for nursing courses with numerous large folding tables and folding chairs, but the chairs are crowded together with very little room between them. When questioned regarding the security of examinations with the students' being in such close proximity, Dr. Evbuomwan stated that students would be divided between the three (3) classrooms in order to provide ample room for the students and sufficient security during testing. There are two computer laboratories.	Criteria partially met. <u>Recommendation:</u> Consider the feasibility of a smaller initial cohort of students so that there is sufficient room in the large classroom to support an optimum learning environment for the students. <u>Requirement:</u> The program shall develop a utilization schedule/activity schedule for the nursing skills labs and available computers to accommodate the planned cohort of thirty (30) students.

(b) An appropriately equipped skills laboratory shall be provided to accommodate maximum number of students allowed for the program. The laboratory shall be equipped with hot and cold running water. The laboratory shall have cabinets for storage of equipment.	There are two (2)rooms designated as Lab I and Lab 2. Lab 1 has two (2) beds and Lab 2 has three (3) beds. There was only one (1) mannequin in the nursing skills labs and it was not a full service mannequin. During the survey visit, Dr. Evbuomwan stated that another mannequin had been purchased and that he would provide the visitors a copy of the purchase order. Later, he stated that he was unable to find the document, but again stated that the mannequin had been purchased. Existing and the listed additional supplies, equipment, software, and videos do not meet the minimum requirements of Rule 214.	Criteria partially met. <u>Requirement:</u> The program shall purchase sufficient additional supplies, equipment, software, and videos, including at least three (3) additional mannequins, one (1) of which shall be an infant mannequin, prior to enrollment of students and implementation of the program.
(c) The director or coordinator and faculty shall have office space provided, other than the classroom. There shall be privacy for counseling of students.	The facility provides sufficient office space for the director of the program and faculty. An area for counseling of students is available	Criteria met.
(d) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty. (1) Provisions shall be made for accessibility, availability, and timely delivery of information resources. (2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.	There is a designated library/learning resource center and the facility has acquired an online library subscription. There is minimal software for students' use. The majority of the CD's are from required textbooks. Ample computers are available for student use, but again overcrowding in the computer areas is a concern.	Criteria partially met. <u>Requirement:</u> The program director shall ensure that additional software is purchased to assist students in meeting the objectives/outcomes of the program of study and ample room shall be provided in the areas where computers are utilized in order to provide an environment conducive to learning.
(e) Teaching aids shall be provided to meet the objectives of the program.	The large classroom has a portable screen and computer projector. One VCR/DVD player and one television is listed on facility's inventory.	Criteria met.
(f) Adequate restrooms and lounges shall be provided convenient to the classroom.	There are adequate restrooms and lounges for the students' use.	Criteria met.

Career Academy

Rule	**Deficiency**
214.6(d)(7)(A-D) related to *Administration and Organization* specifying qualifications of director or coordinator	Dr. Nosa Evbuomwan identified himself s director in email designating attendees to Board meeting. He is not qualified.
214.9(a)(5) related to *Program of Study* requires that "The program of study shall be based on sound educational principles." 214.9(b)(1) requires that "Clinical and course objectives/outcomes shall be stated in behavioral terms and shall serve as the mechanism for student progression."	Clinical Evaluation Tools do not reflect leveling and progression of student behaviors across the curriculum. Course objectives are not written in behavioral and measurable terms.
214.3(a)(1)(D) related to *Program Development, Expansion, and Closure* requires that "The proposal shall include information outlined in Board guidelines."	Program has received several written reviews of the proposal drafts with suggestions and questions based on Board guidelines, but has not responded to most of them, not have they included requested information.
214.11(a) related to *Facilities, Resources, and Services* requires that "Classrooms and nursing skills laboratory facilities shall be provided to accommodate the learning needs of the students."	The classrooms and computer lab will be overcrowded for the number of students projected in the program.
214.11(b) related to *Facilities, Resources, and Services* requires that "An appropriately equipped skills laboratory shall be provided to accommodate maximum number of students allowed for the program."	Minimal lab resources are provided without evidence of equipment ordered.
214.11(d) related to *Facilities, Resources, and Services* requires that "The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty."	Minimal computer software is available for student use.

Photos of program area.

BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS
Board Staff Review of Proposal to Develop a Vocational Nursing Education Program
Career Academy of Texas, Inc.
Grapevine, Texas

Board Staff Review of 3rd Version of Proposal

Primary Reviewer: Robbin Wilson, MSN, RN

Secondary Reviewers: Virginia Ayars, BSN, RN and Janice Hooper, PhD, RN

Date: June 20, 2007

The third version of the proposal was received in the BNE office on June 7, 2007. At that time Board staff communicated to Dr. Nosa Evbuomwan that it would be extremely difficult to complete a review of the revised draft of the proposal in a timely manner in order to prepare a final version of the proposal for presentation to the Board at the July 19, 2007 meeting. Dr. Evbuomwan insisted that the proposal was completely revised and adequate for presentation at the July 19th Board Meeting. Board staff communicated that one (1) final review would be completed on the 3rd version of the draft proposal. Board staff stated that this review of the 3rd version of the proposal would be sent via email to Dr. Evbuomwan by June 20, 2007. This would give Dr. Evbuomwan some time, although limited, to revise the proposal based on Board staff's most recent comments for suggested revisions and additions. Additionally, Board staff stated that once these most recent revisions and additions are completed, a final version of the proposal should be bound or contained in soft binders. Copies must be mailed/shipped to the Board office and to each of the Board members as soon as possible and must be received **no later than June 28, 2007.**

Board staff stated that it will be assumed that all suggested revisions and additions will be addressed in this final version of the proposal. Further, any suggested revisions and additions that have not been adequately addressed will be highlighted in the Board Report presented to Board members at the July 19, 2007 Board Meeting. In the review below, all previous suggested revisions and clarifications included in the first and second Board staff reviews that were not addressed in the third version of the proposal have been indicated. Adequacy of the content of the third revised version of the proposal received on June 7, 2007 is discussed. Areas that still require further clarification or revision are **written in bold, italics, and underlined in some areas.**

Please read this review carefully and make any necessary revisions/additions based on board staff's comments prior to submitting the final version of the proposal. Neglecting to make the necessary revisions/additions based on board staff's comments prior to submitting the final version of the proposal by mail/shipping to the Board office and each Board member may jeopardize the possible approval of the proposal. Make all revisions and additions as directed by Board staff. Once the revisions and additions are completed, the proposal and all supporting documentation contained in the appendices must be in one (1) document. This document can be separated into two (2) sections for binding or inclusion in soft binders. Board staff suggest that the proposal section be bound in one document and the appendices be bound in another document. Board staff will email the list of Board members and contact information to Dr. Evbuomwan along with this review.

Suggested Revisions and Additions:

1. ***Tabs*** for each of the appendices would be helpful. ***All appendices must be formally and appropriately labeled and not labeled by "hand". All the appendices should be grouped together and not scattered throughout the proposal. Generally, appendices are grouped together and located at the end of the document. Do not include any loose papers or stapled papers in the proposal. All pages of the proposal, including the appendices must be bound together or compiled in a soft binder. *Several pages in the VNSG 2460 syllabus are upside down and backwards in the proposal. Please correct in the next version of the proposal.***

2. The organizational charts clearly show a Director of Nursing who is administratively responsible for the VN Program. ***A curriculum vitae/resume of a prospective director was not included*** in this version of the proposal that identifies a prospective director or indicates that a prospective director meets the requirements

as a registered nurse licensed to practice in the State of Texas, having been actively employed in nursing for the past five (5) years (preferably in supervision or teaching), holding a degree or equivalent experience that would demonstrate competency and advanced preparation in nursing. **A New Dean, Director, or Coordinator of a Nursing Education Program Qualification Form must be included in the proposal with the necessary supporting documentation before the proposed director can be approved by the BNE. Please see 3.4.1.a. Education Guideline: "Approval Process for a New Dean, Director, or Coordinator of a Nursing Education Program" available on the BNE web site under the Nursing Education Information link. This issue was not addressed as instructed in the first and second board staff reviews of the proposal. Please address these issues appropriately.**

4. The organizational charts show three (3) instructors, two (2) RNS and one (1) LVN. ***A listing of prospective instructors with resumes and areas of teaching assignments/responsibilities must be included in the proposal. This was not addressed as instructed by Board Staff in previous reviews.***

5. On page 24 under the section **Faculty Qualifications, Roles and Responsibilities** in the Faculty Handbook, it is stated that new faculty will complete the BNE "Qualifications of proposed vocational nursing education program nurse faculty" form. ***This statement needs to be removed unless this is a form the program has created. The BNE does not have or require this form. Additionally, requirements for faculty members are listed. Please be aware that these are not the same requirements that the BNE has for faculty of VN programs. Further, if the program will employ an LVN instructor, an LVN instructor does not meet these requirements. Please revise the above appropriately. Additionally, a job description for the LVN faculty must be included.***

6. The program plans to admit an initial cohort of thirty (30) students. ***Provide details or a utilization plan that shows how the computers in the computer lab and the skills lab will be utilized to provide a quality learning experience for the thirty (30) VN students.***

7. ***Please include a sample of a clinical facility agreement/contract in the proposal.*** The proposal states that three (3) nursing homes (long term care facilities) and three (3) hospitals will be utilized by the program. ***These clinical facilities must be clearly identified. Copies of all signed clinical facility agreements/contracts must be submitted for all the clinical facilities that will be utilized by the program.***

8. ***Documentation must be included in the proposal from each of the clinical facilities that will be utilized by the program that clearly states exactly how many students each facility is able to accommodate for clinical learning experiences. Please include documentation from the facility indicating the number of programs and the names of any nursing education programs utilizing the facility.*** **Explain arrangements made with other programs to avoid scheduling conflicts. This issue was not addressed in previous drafts of the proposal as instructed by Board staff.**

8. The form to indicate Receipt of Eligibility Information is included in the Student Handbook, page 69 of the proposal, ***but must be revised to appropriately reflect the exact eligibility citations as stated in Rule 214.8(b).*** **These issues were not completely addressed as instructed in previous Board Staff reviews of the proposal.**

9. In the Student Handbook, page 59 in the proposal, throughout the proposal, and in several syllabi, the entire content of the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (DIP/ADN), Baccalaureate Degree (BSN), September, 2002 (DELC), is included. ***Please correct the references to the title of "Differentiated Entry Level..." to include the full correct title. This issue was not addressed as instructed in previous Board Staff reviews of the proposal.*** Board Staff suggest that consideration be given to removing the entire content of the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (DIP/ADN), Baccalaureate Degree (BSN), September, 2002 (DELC) from the various syllabi. Consider giving the students just one (1)copy, perhaps just in the Student Handbook where the DELC is currently included.

10. **The Curriculum Analysis form on page 74 of the proposal indicates that Pharmacology content is only included in VNSG 1227, but there are at least six (6) other courses in the curriculum that have pharmacology content present in the course.** ***Please indicate where growth and development content is included in the curriculum. Please revise the Curriculum Analysis form on page 63 appropriately.*** Course VNSG 1227, Essentials of Medication Administration is the only course that is identified as having pharmacology content, but in the syllabus for this course it is stated that pharmacology and medication administration is integrated throughout the curriculum. Several courses have course objectives related to pharmacology and medication administration. ***Please revise the Curriculum Analysis form on page 74 to show all the courses where Pharmacology content is included.***

11. **The spacing between words and sentences in some of the syllabi is incorrect and needs reformatting. There are misspelled words in several of the syllabi.** ***Revise syllabi for consistency in format, correct spelling, and clarity of a specific grading criterion for assignments that constitute part of the course grade. These issues were not addressed as instructed in previous Board Staff reviews of the proposal.*** **Please address these issues appropriately.**

12. **VNSG 1138 Mental Illness:** *Specific grading criterions are not in place so that the students are aware of what must be present in the Care Plan assignment in order for the students to receive a specific grade.* ***This issue was not addressed as instructed in previous Board Staff reviews of the proposal.*** **Please address this issue. How will this assignment be designed? Please be aware that it is not within the scope of practice of a licensed vocational nurse to develop a Care Plan.**

13. Sample Examinations were not included in this version of the proposal. ***Please include in the proposal a sample examination for each didactic course in the curriculum.*** **This issue was not addressed as instructed by Board Staff in previous reviews of the proposal.**

    Please answer these questions: 1. How do exam questions relate to course objectives? 2. Are any questions repeated on other exams? 3. Is a Test Plan utilized during the development of test questions? 4. Will test blueprints be developed and shared with students? ***These questions were not addressed as instructed in previous Board Staff reviews of the proposal.***

14. **The syllabi for all three (3) clinical courses are identical, including course objectives and clinical evaluation tools. The only recognized differences are the course titles and course descriptions. Clinical evaluation tools should demonstrate progression in expected behaviors of students. Critical behaviors are the same on all three (3) clinical evaluation tools. Objectives on the clinical evaluation tools are the same. The Scoring Method described on each Clinical Evaluation Tool is from a negative perspective. It is not appropriate to anticipate that a student would have any "incidents".** ***Please revise.*** **Specific Grading Criteria are not included for the skills listed on each Clinical Performance/Anecdotal Record. The Critical Behaviors listed on the Clinical Evaluation Tools are not measurable.** ***Revise clinical evaluation tools so that each clinical course has a separate syllabi and a separate clinical evaluation tool. Each Level Clinical Evaluation Tool should consist mostly of completely different objectives. Tools must measure student progression in cognitive, affective, and psychomotor achievement in course objectives. Clinical objectives must be written in measurable terms. Different levels of assistance do not demonstrate progression. Specific Grading Criteria must be included for all skills listed on the Clinical Performance/Anecdotal Record. These issues were not addressed appropriately and completely as instructed in previous Board Staff reviews of the proposal.***

DRAFT LETTER

July 25, 2007

Dr. Nosa Evbuomwan
President
Career Academy of Texas, Incorporated
925 Minters Chapel Road
Grapevine, Texas 76051

Dear Dr. Evbuomwan:

At the July 19-20, 2007 meeting, members of the Board of Nurse Examiners for the State of Texas discussed the Career Academy of Texas, Incorporated proposal to establish a new vocational nursing education program and the board staff report of the March 12, 2007 survey visit. The members of the Board wish to thank you and [ ] for being available to answer questions.

Based on review of the documents and the discussion, it was the decision of the Board to

[defer approval of the proposal for a vocational nursing education program to be established by Career Academy of Texas, Incorporated revises the current proposal to reflect the requirements of Rule 214 and the applicable Board guidelines, board staff reviews the revised proposal, a survey visit of the proposed program's facility is conducted by board staff, and the Board is able to determine that the proposed program meets all the requirements necessary to be approved by the Board to offer a vocational nursing education program of study.]

OR

[deny approval of the proposal for a vocational nursing education program to be established by Career Academy of Texas, Incorporated until such time, and no sooner than one year from July 19, 2007, that Career Academy of Texas, Incorporated submits a comprehensive proposal that reflects the requirements of Rule 214 and the applicable Board guidelines, board staff reviews the new proposal, a survey visit of the proposed program's facility is conducted by board staff, and the Board is able to determine that the proposed program meets all the requirements necessary to be approved by the Board to offer a vocational nursing education program of study.]

If you have any questions, or if we may be of any assistance, please contact board staff at (512) 305-6815 or by email at robbin.wilson@bne.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Robbin Wilson, MSN, RN
Nursing Consultant for Education

xc: Texas Workforce Commission