

**CONSIDERATION OF APPLICATION FOR
INNOVATIVE PROFESSIONAL NURSING EDUCATION PILOT PROGRAM**

**VICTORIA COLLEGE
ASSOCIATE DEGREE NURSING EDUCATION PROGRAM**

SUMMARY OF REQUEST:

Consider the Application for Innovative Professional Nursing Education Pilot Program from Victoria College Associate Degree Nursing Education Program.

HISTORICAL PERSPECTIVE:

- Section §301.1605 of the Texas Occupations Code, which was enacted by Senate Bill 718, 78th Texas Legislature, Regular Session, authorized the Texas Board of Nursing (BON) to approve and adopt rules regarding pilot programs for the innovative application in the practice and regulation of professional nursing.
- At the April 2005 meeting, the Board:
 - Proposed the adoption of Chapter 227, Pilot Programs for Innovative Application to Professional Nursing Education, which became effective July 4, 2005;
 - Approved the Request for Proposal (RFP) for Innovative Professional Nursing Education Pilot Programs consistent with the proposed new Chapter 227; and
 - Approved Midwestern State University (MSU) Baccalaureate Nursing Educational Program as a pilot program to the Innovative Professional Nursing Education Pilot.
 - MSU Pilot Program utilized BSN nurse mentors as “faculty extenders” in the clinical simulation lab.
 - The project provided an opportunity to use faculty efficiently through the development of a regional interdisciplinary simulation center shared by a health care system, an associate degree nursing program, and a baccalaureate school of nursing.
 - Preliminary research findings allowed for a successful education rule (Rule 215) change that now allows BSN faculty to be utilized in clinical simulation labs.
- On December 14, 2007, Victoria College Associate Degree Nursing Education Pilot Program submitted an application for an innovative pilot program designed to utilize BSN-prepared nurses as Certified Clinical Instructors (CCIs) which is outside current Rule 215 provisions (See Attachment One).
- The pilot program will utilize four (4) BSN/RN participants as CCIs who, after completion of seven (7) specified graduate hours in nursing education, will teach associate degree nursing in the clinical setting.
- The pilot program will be conducted at Victoria College with the University of Houston-Victoria providing the two specified post-baccalaureate nursing education courses.
- Board staff evaluated the proposal, application form and proposal form, including the Request for Exceptions (See Attachment Two)

PROS AND CONS:

Pros

Board staff identified the following positive aspects in the pilot program. The proposed pilot program if successful may provide:

- an avenue for proposed rule change to allow for expanded utilization of BSN prepared nurses as CCIs and BSN faculty; and
- research findings from the pilot program that will add to the body of nursing research related to creative approaches to address the nursing faculty shortage.

Cons

Board staff identified the following areas of concern. The proposed pilot program does not:

- indicate any previous research in the field that supports the pilot program;
- include adequate safe guards to ensure that the public receive safe, competent nursing care provided by the students in the experimental groups;
- ensure that the students in the experimental groups will receive a quality clinical experience comparable to the students in the control group;
- describe a plan for sustaining the pilot program after the grant period ends; and
- identify how the BSN instructors (CCIs) will be monitored while supervising students in the experimental groups as well as the frequency of the supervision.

NOTE: When contacted by Board staff regarding the above areas of concern, Victoria College submitted an outline to demonstrate Victoria College's address of these identified areas (See Attachment Three).

STAFF RECOMMENDATION:

Move to approve the Innovative Professional Nursing Education Pilot Program from Victoria College Associate Degree Nursing Program and issue the following requirement to be met based on staff recommendation, as indicated in the attached letter (See Attachment Four).

**APPLICATION FORM
TEXAS BOARD OF NURSING
INNOVATIVE PROFESSIONAL NURSING EDUCATION**

Title of Proposed Pilot Program: Preparing Certified Clinical Instructors

Date Application Submitted: 12/12/07

Proposed Pilot Program Contact: Marilyn Hamilton MEd. RN

Telephone Number: 361-582-2425 Email Address:marilyn.hamilton@victoriacollege.edu

Institution: Victoria College

Address: 2200 E. Red River

City: Victoria State: Tx. Zip Code: 77901

Primary Participant (Dean or Director): LeAnn Wagner

Title/Credentials: Allied Health Division Chair/ADN Director, MSN RN

Telephone Number: 361-573-3295 ext. 2551 Email Address:leann.wagner@victoriacollege.edu

Are you requesting an exception to Rule 215, Professional Nursing Education, adopted under Chapter 301 or Chapter 303 that related to the practice of professional nursing, including education and reporting requirements for registered nurses? Yes X No

If "Yes", **COMPLETE** the attached "Explanation of Exception(s) Being Requested" table.

If "No", **STOP**. The proposed pilot program does not require a waiver from the current Texas Board of Nursing (BON) rules/regulation and therefore, does not meet the criteria for approval as an Innovative Professional Nursing Education Pilot Program.

I affirm that the application and accompanying documents are accurate and complete in accordance with the Texas BON requirements.

LeAnn Wagner 12/14/07
Signature of Primary Participant (Dean or Director) Date

[Signature] 12-14-07
Signature of President/Dean of Governing Institution Date

Complete the Table below related to the exception(s) being requested for the proposed pilot program. If additional space is needed to answer this question, attach additional pages with the table.

Explanation of Exception(s) Requested		
<p>List citation(s) from Rule 215, Chapter 301, and/or Chapter 303, and/or another rule/regulation from which an exception is requested.</p>	<p>Explain the reason an exception is being requested.</p>	<p>If the Texas Board of Nursing grants a pilot program an exception to Rule 215, Chapter 301, and/or Chapter 303, and/or another rule/regulation, the applicant must demonstrate that the proposed pilot program provides consumers adequate protection.</p> <p>Explain how the proposed pilot program will ensure that safeguards are in place to address possible vulnerabilities to the public, including students, created by the proposed pilot program with regard to the delivery of safe and competent nursing care.</p>
<ul style="list-style-type: none"> • Rule 215, Chapter 301 215.7 (D) Hold a master's or doctorate degree, preferably in nursing, or if in another discipline, at least 6 hr. in graduate level nursing. • Chapter 303 • Other rule/regulation (list citation) 	<p>An exception to the master's or doctorate degree requirement is being requested so that Victoria College can use BSN/RNs with 7 graduate credit hours in nursing education to teach the clinical component of the ADN program. This is needed to address the severe nursing faculty shortage without compromising safety and educational quality.</p>	<p>The proposed pilot has safeguards in place to ensure safe competent nursing care to the public and provide the ADN student with a quality clinical experience. The BSN/RNs with the required graduate level courses will be called certified clinical instructors/CCI's. The CCI's will have a minimum of three years clinical experience and will be mentored by our experienced MSN faculty. The clinical groups taught by the CCI's will be compared to those taught by our current MSN faculty using course grades, Assessment Technology Institute (ATI) test results and clinical performance as measured by</p>

		our clinical evaluation tool. Ultimately, the two groups will be compared using ATI /RN comprehensive test scores and NCLEX-RN results.
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**EVALUATION OF PROPOSAL
TEXAS BOARD OF NURSING
INNOVATIVE PROFESSIONAL NURSING EDUCATION
PILOT PROGRAM**

Title of Proposed Pilot Program: "Preparing Certified Clinical Instructors (CCIs)"

Proposed Pilot Program Contact: Marilyn Hamilton, Med, RN **Phone:** (361) 582-2425
Associate Degree Nursing Program Coordinator

Institution: Victoria College
Address: 2200 E. Red River
City: Victoria

State: Texas **Zip:** 77901

Primary Participant (Dean or Director): LeAnn Wagner, Allied Health Division Chair/ADN Director

PILOT PROGRAM DESCRIPTION

- Need is clearly defined
- Sufficient valid research/data to support the defined need is presented
 - Development of the proposed pilot program is linked to a body of knowledge
- Measurable outcomes are identified
- Appropriate time line for proposed pilot program is included
- Financial support of the program is adequate
 - Resources available for continuation of the proposed pilot program if successful are described
- Qualified skills, competencies, capabilities of proposed pilot program staff to meet needs are adequate

METHODOLOGY

- Meaningful research objectives are identified
- Methodological design is adequate to meet research objectives
- Statistical methodology is appropriate to meet research objectives
- Process and privacy of collecting data appears reasonable
- Qualified professional to evaluate data gathered from the proposed pilot program is identified
- Comprehensive plan to evaluate the program is explained

PROGRAM INNOVATION

- Program is innovative (Somewhat innovative. Current rules allow for the utilization of BSN-prepared nurses as clinical preceptors or clinical teaching assistants.)
- Collaboration and communication between the proposed pilot program and participating institutions is described

CONTROLS TO MAINTAIN QUALITY EDUCATION

- Effects on students currently enrolled and prospective participating in the program is explained
 - Actions that will be utilized to address any negative effects on participating students is included
- Proposed pilot program is linked to the enhancement of quality professional nursing education
- Methods by which nursing educational programs and healthcare institutions in the state will be made aware of the results of the pilot program are described

Additional Criteria

- Does the proposed pilot program address any exceptions requested to Rule 215, Professional Nursing Education, Chapter 301, and/or Chapter 303, and/or another rule/regulation (e.g., explained reason for requesting an exception, and provide a description of actions to ensure that safeguards are in place to address possible vulnerabilities to the public, including students, created by the proposed pilot program with regard to the delivery of safe, competent nursing care)?

Yes - X _____

No _____

Not Applicable _____

- Is the proposed pilot program linked to the enhancement of quality professional nursing education in Texas?

Yes - X _____

No _____

If the answer to either of the additional criteria questions is “No” please mark the following box ÷

***Note to Executive Director: If the box above is marked, this innovative professional nursing education pilot program cannot be approved.**

COMMENTS:

Board staff identified the following areas of concern. The proposed pilot program does not:

- indicate any previous research in the field that supports the pilot program;
- include adequate safe guards to ensure that the public receive safe, competent nursing care provided by the students in the experimental groups;
- ensure that the students in the experimental groups will receive a quality clinical experience comparable to the students in the control group;
- describe a plan for sustaining the pilot program after the grant period ends; and
- identify how the BSN instructors (CCIs) will be monitored while supervising students in the experimental groups as well as the frequency of the supervision.

Victoria College has been contacted regarding the above identified areas of concern and Victoria College will submit an outline to demonstrate Victoria College’s address of these identified areas.

Dorothy Jay, MSN, RN

Signature of Nursing Consultant for Education - Primary Reviewer

01/02/2008

Date of Review

Robbin Wilson, MSN, RN

Signature of Nursing Consultant for Education - Secondary Reviewer

01/02/2008

Date of Review

From: HAMILTON, Marilyn [Marilyn.Hamilton@victoriacollege.edu]
Sent: Monday, January 07, 2008 4:39 PM
To: Dorothy Joy; Robbin Wilson
Subject: Innovative ADN Pilot Questions
Attachments: Questions - DJoy 010708.doc

Dear Dorothy and Robbin,

Attached are the answers to the questions about the Victoria College Innovative Pilot. Please do not hesitate to contact me if there are any other areas that need clarification.

Once again, thank you for all your help as we address the Texas nursing shortage in a safe, creative manner.

Marilyn Hamilton

**Marilyn Hamilton RN, MEd.
ADN Coordinator
Victoria College
2200 E. Red River
Victoria, TX. 77901
Office: (361) 582-2425**

1. What safeguards are in place for the students in the experimental groups to ensure safe competent nursing care to the public?

To insure safe care to patients, students will continue to be required to come to clinical prepared and able to administer safe care. All students will be supervised by RN BSN's who are licensed in Texas, have at least 3 years clinical experience and have completed 7 hr. of graduate nursing education courses.

2. How will the BSN instructors be monitored while supervising students in the experimental groups and how frequently?

The BSN Instructors will be monitored by Victoria College MSN professors. During the 4 hr. graduate clinical nursing course each BSN will be assigned with a Victoria College MSN professor. The grant also provides a minimum of 36 hrs of one to one mentoring in the clinical setting after the 7 hrs. of nursing education courses are completed.

Each level has a weekly meeting during which both clinical and theory is reviewed. If problems arise they will be addressed as needed.

3. What mechanisms are in place to ensure the students participating in the project are receiving the same educational instruction and meeting outcomes as other students in the control groups?

The student in the project will receive the same clinical instruction as the control group. They will be evaluated based on the nursing programs weekly and final clinical evaluation tool which is derived from leveled BON differentiated entry level competencies.

4. What additional instruction is provided to the student in the experimental groups who fail the course?

No additional instruction will be provided to those who fail the course as processes are currently in place to address student's passing or failing clinical as they matriculate through the courses and the processes apply equally to all students.

5. Does the student sign a release to participate in the pilot project?

Students will be informed they will be participating in this innovative pilot and sign the necessary papers acknowledging same.

6. How is the project supported by previous research?

A review of Boards of Nurses in other states validate that BSN's can successful provide clinical instruction.

7. Do you have a realistic plan in place to continue the innovative pilot program once the grant period ends?

With success of the pilot program, Victoria College, Citizen Medical Center and DeTar Hospital partners, and the University of Houston-Victoria will continue to demonstrate their established commitment to the Victoria College ADN Program. Victoria will provide employment opportunities for BSN's as clinical instructors. The University partners will continue to provide graduate level nursing courses. The hospitals will continue to partner with Victoria College to provide nurses to assist with clinical as they have in the past. Both hospitals currently offer financial assistance for nursing instructors and there are no indicators this will cease.

8. If the pilot program is not successful, how will these BSN instructors be utilized in the future?

If the pilot is successful the BSN's with 7 hrs. graduate credit in nursing education will be employed and assigned a group of 10 ADN Students for clinical education. If the pilot is not successful, the BSN's will continue to be used as needed as Teacher's Assistants.

Attachment Four

DRAFT LETTER

January 21, 2008

Marilyn Hamilton, M.Ed., RN
Associate Degree Nursing Program Coordinator
Victoria College
2200 East Red River
Victoria, Texas 77901

Dear Ms. Hamilton:

At the January 17-18, 2008 meeting, members of the Texas Board of Nursing discussed the request from

Victoria College Associate Degree Nursing Program for an Innovative Professional Nursing Education Pilot Program. The members of the Board wish to thank [] for being available to answer questions. Based upon the discussion, it was the decision of the Board to approve the Innovative Professional Nursing Education Pilot Program, "Preparing Certified Clinical Instructors (CCIs)" through February 1, 2010, and issue the following requirement to be met.

REQUIREMENT:

Rule 227.5 (a) related to Monitoring and Evaluating Innovative Applications for Professional Nursing Education Program states that "All nursing education pilot programs shall be subject to monitoring and evaluation by the Board to ensure compliance with the criteria of this rule and obtain evidence that research goals are being pursued."

Therefore, the Director of the Victoria College Pilot Program, "Preparing Certified Clinical Instructors (CCIs)", shall submit the following to the Texas BON office by the specified dates:

- Two written status reports on the pilot program by December 15, 2008 and December 15, 2009, respectively, to include data on the utilization of BSN-prepared Certified Clinical Instructors (CCIs), identified problems, and successes.
- A final report on the conclusion of the pilot program on or before May 31, 2010 to include all pilot program data and analysis, evaluation of the utilization of the CCIs, evaluation of the terminal successes or failures of students participating in the pilot program, participating students' grades point averages in nursing courses required for graduation, participating graduates' outcomes on the NCLEX-RN® examination, participating graduates' prospective or actual employment in nursing after graduation, and other pertinent information.

Requirements are mandatory and are based on assessment directly related to the rule. A requirement shall be addressed in the manner prescribed. Please report on the address of the requirement to be met as indicated above. If you should have any questions, or if we may be of assistance to you in the future, please contact Board staff at (512) 305-7658.

Sincerely,

Linda Rounds, PhD, RN, FNP
President

Dorothy Joy, MSN, RN
Nursing Consultant for Education

cc: LeAnn Wagner, Allied Health Division Chair/ADN Director
Texas Higher Education Coordinating Board