

**CONSIDERATION OF PROPOSED CHANGE OF APPROVAL STATUS
 BASED ON 2007 NCLEX-RN® EXAMINATION PASS RATES, REVIEW OF 2007 NURSING EDUCATIONAL
 PROGRAM INFORMATION SURVEY (NEPIS) AND 2007 COMPLIANCE AUDIT OF NURSING
 EDUCATIONAL PROGRAM (CANEP), AND REPORT OF SURVEY VISIT**

**KILGORE COLLEGE
 ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

SUMMARY OF REQUEST:

Consider staff recommendation concerning the approval status and requirements to be met for the Kilgore College in Kilgore, Texas, Associate Degree Nursing Educational Program based on review of the 2007 NCLEX-RN® examination pass rate, review of the 2007 NEPIS and 2007 CANEP, and the report of the focused survey visit due to the low pass rates.

HISTORICAL PERSPECTIVE:

Year	Approval Status	NCLEX-RN® Pass Rate	Number of First-Time Candidates Passed/Total
2008	Pending	80.70% <u>Preliminary</u> 10/01/2007 - 06/30/2008	46/57
2007	Full	76.74%	66/86
2006	Full	79.59%	39/49
2005	Full	91.11%	41/45
2004	Full	80.00%	32/40
2003	Full	92.59%	50/54
2002	Full	70.50%	31/44

- The Kilgore College Associate Degree Nursing Educational Program began operation in 1969.
- In January 2003, the program was directed to complete a self study due to a 70.50% pass rate for 2002. Corrective actions were implemented by the program after the Texas Board of Nursing (BON) accepted the self-study report at the January 2003 Board meeting. These corrective actions were evidently effective as the program's pass rate remained 80% or greater until 2006.
- The current program director was appointed to the director position on August 15, 2006.
- Due to the 79.59% pass rate on the 2006 NCLEX-RN® examination, the program was required to submit a self-study report that evaluated factors which contributed to graduates' performance and a description of corrective measures to be implemented.
- The Self-Study Report was received in the Board office on March 30, 2007 and the Board accepted the Self-Study Report at the April 2007 Board meeting and issued two (2) requirements to be met based on analysis of the Self-Study Report.
- The program has been implementing the corrective measures identified in the 2007 Self-Study Report and has addressed the two (2) requirements to be met, but even with these corrective measures, the program's 2007 NCLEX-RN® pass rate was 76.74%.
- Board staff conducted a focused survey visit of the program April 29 - May 1, 2008 to evaluate the program's status regarding the ongoing corrective measures and identify any other causative factors that might have contributed to the low pass rates. A report of the survey visit findings is attached (See Attachment One).

PROS AND CONS:

Pros-

- The program conducted a comprehensive self-study in 2007 and identified factors which may have contributed to the low pass rate:
 - Personal problems that impacted students.
 - Overall low passing grades and previous failures in nursing courses of students that failed the NCLEX-RN examination.
 - Students with language barriers.
 - Students with multiple ERI testing attempts.
- The program has been implementing the following corrective measures that were identified in the 2007 Self-Study Report:
 - Specific Nursing Tutorial Program has been developed to supplement the Adult Resource Center by assisting students with the unique problems associated with nursing courses, including test taking and study skills, providing test reviews and referrals for counseling.
 - A tracking spreadsheet has been developed to track every student entering the program, including, GPA, science support course grades, NET scores, grades in each nursing course, support courses repeated, nursing courses repeated, number of ERI testing attempts at the end of a semester and NCLEX results. Data will be analyzed at the end of each semester and recommendations made to appropriate committees for changes in the program of study.
- The program has appropriately addressed the requirements resulting from the analysis of the 2007 Self-Study Report.
- The April 29, 2008 - May 1, 2008 focused survey visit revealed that the nursing program director and nursing faculty are dedicated and work hard to ensure the success of nursing students and the administration has demonstrated unlimited support to ensure student success and meet the Texas BON requirement of an overall 80% NCLEX-RN® pass rate for the program (See Attachment One).
- Preliminary results for the program's 2008 pass rate show a 80.70% with one (1) quarter remaining in the testing period for 2008.

Cons-

- Although the program identified factors which may have contributed to the low pass rate and has been implementing the corrective measures, the NCLEX-RN® examination pass rate for 2007 was 76.74%.
- The April 29, 2008 - May 1, 2008 focused survey visit revealed negative findings (See Attachment One), including:
 - Student policies do not sufficiently address dismissal and readmission of students for unprofessional conduct, unsafe clinical behavior and impairment in accordance with Texas BON rules.
 - Hospital staff, in some cases, are taking the lead in planning and guiding clinical learning experiences rather than nursing faculty. Hospital staff, rather than nursing faculty, may sometimes be taking the lead in planning and guiding clinical learning experiences - proposed re-wording?
 - Specific grading criteria with measurable outcomes are not in place for all student assignments that are part of the course grade.
 - Clinical Evaluation Tools do not always have behavioral expectations that are stated in measurable terms.
 - An over-crowded classroom is being used for 63 nursing students and larger classrooms in the same building are being used for much smaller groups of students for other health disciplines.

STAFF RECOMMENDATION:

Move to change the approval status for the Kilgore College Associate Degree Nursing Educational Program from Full to Full with Warning, accept the survey visit report, and issue the requirements to be met as indicated in the attached letter (See Attachment Two).

SURVEY VISIT SUMMARY REPORT

NAME OF NURSING PROGRAM: Kilgore College, Associate Degree Nursing Educational Program

NURSING PROGRAM DIRECTOR: Dayna Davidson, MSN, RN

REASON FOR SURVEY VISIT: To identify additional causative factors that might have contributed to the program's two (2) consecutive years of below 80% NCLEX-RN® examination pass rates.

DATE(S) OF SURVEY VISIT: April 29, 2008 - May 1, 2008

SURVEY VISITOR(S): Robbin Wilson, MSN, RN and Virginia Ayars, MS, RN

TEXAS BOARD OF NURSING (BON) APPROVAL STATUS: Full

DATE OF LAST BON SURVEY VISIT: February 2003.

NAME OF ACCREDITING AGENCIES: SACS, THECB, NLNAC

ACTIVITIES DURING SURVEY VISIT:

Board staff:

- met with the College Administrators;
- interviewed Dayna Davidson, MSN, RN, Program Director;
- interviewed nursing students and nursing faculty;
- reviewed records and documents; and
- conducted a summary conference with the College Administrators, the Program Director, and the nursing faculty.

SURVEY VISIT FINDINGS:

Positive findings revealed during the survey visit include:

- The nursing program director and nursing faculty are dedicated and work hard to ensure the success of nursing students.
- The administration has demonstrated unlimited support to ensure student success and meet the Texas BON requirement of an overall 80% NCLEX-RN® pass rate for the program

Areas of concern revealed during the survey visit include:

- An NCLEX-RN® examination review course is not mandated for all graduates.
- A total exit testing program throughout the entire curriculum with mandatory remediation is not in place.
- The course passing grade for all nursing courses is currently 75%.
- The current admission standards for the associate degree nursing educational program includes all courses, even those taken multiple times, when calculating an applicant's GPA.
- Not all student assignments appear to be the most valuable use of instructional time and may not offer the students a rich learning experience.
- The current calculation method for determining nursing faculty contact hours/workload is different from the calculation method used for other medical programs within the division resulting in nursing faculty working more contact hours for the same workload assignment.
- Student policies do not sufficiently address dismissal and readmission of students for unprofessional conduct, unsafe clinical behavior and impairment in accordance with Texas BON rules.
- Hospital staff, in some cases, are taking the lead in planning and guiding clinical learning experiences rather than nursing faculty.
- Specific grading criteria with measurable outcomes are not in place for all student assignments that are part of the course grade.
- Clinical Evaluation Tools do not always have behavioral expectations that are stated in measurable terms.
- An over-crowded classroom being used for sixty-three (63) nursing students and larger classrooms in the same building being used for much smaller groups of students for other health disciplines.

PROPOSED COMMENDATIONS:

- Commend the nursing program director and nursing faculty for the dedication and hard work to ensure the success of nursing students.
- Commend the administration for their unlimited support to ensure student success and meet the Texas Board Nursing requirement of an overall 80% NCLEX-RN® pass rate for the program.

PROPOSED RECOMMENDATIONS:

- The program is strongly encouraged to begin intensive NCLEX-RN® examination preparation with all remaining graduates that might test during the remaining test period for 2008 and in the future, consider mandating an NCLEX-RN® examination review course for all future graduates.
- The program is strongly encouraged to consider the feasibility of using a total exit testing program throughout the entire curriculum with mandatory remediation incorporated into the implementation plan and consider making the exit test grade the student makes the overall grade for the course correlated with the exit test.
- The program is strongly encouraged to consider the feasibility of raising the course passing grade from 75% to 78% or higher for all nursing courses.
- The program is strongly encouraged to consider the feasibility of changing the admission standards for the associate degree nursing educational program to include only the grades for all required prerequisite nursing courses when calculating an applicant's GPA.
- The nursing faculty is strongly encouraged to think outside the "box" and ensure most valuable use of instructional time to offer the students a rich learning experience. Nursing faculty should review the current student assignments for nursing courses and consider being innovative in their expectations for students, including reevaluating the need for the students to select their patients the night before a clinical and complete extensive clinical preparation paperwork before arriving for the clinical.
- The administration is strongly encouraged to consider the feasibility of revising the current calculation method for determining nursing faculty contact hours and use a ratio of 1:1 for lecture and clinical hours as with other medical programs within the division.

PROPOSED REQUIREMENTS:

- Rule 213.27(a) related to Good Professional Character: A review of the Nursing Student Handbook, a review of student files, and an interview with the program director revealed that current student policies do not sufficiently address dismissal and readmission of students for unprofessional conduct, unsafe clinical behavior and impairment in accordance with Texas BON rules. **Therefore**, the nursing program director and nursing faculty shall develop, implement, and enforce student dismissal and readmission policies that sufficiently address the requirements related to unprofessional conduct, unsafe clinical behavior and impairment in accordance with Texas BON rules.
- Rule 215. 6(f) related to Administration and Organization: **Therefore**, the nursing program director shall be responsible for the implementation and continuing evaluation of ongoing corrective measures identified in the March 2007 self study and shall submit documentation of the implementation and evaluation of these ongoing corrective measures at the same time the 2008 and 2009 NEPIS is submitted. The program shall continue with the additional strategies that have been implemented to address the low pass rate, including moving to computerized testing throughout the curriculum, increasing admission requirements to NET scores of a minimum 60% in reading and 60% in math, and revising the curriculum to have medical/surgical courses in three (3) semesters.
- Rule 215.9(a)(2) related to Program of Study: Interviews with nursing faculty and nursing students and review of clinical assignments revealed that in many instances nursing faculty do not take the lead in assigning students assignments in the hospital and often defer to hospital staff. Additionally, a review of the clinical evaluation tools revealed that the clinical evaluation tools do not always have behavioral expectations that are stated in measurable terms. **Therefore**, nursing faculty shall make every effort to take the lead in planning and guiding clinical learning experiences and student assignments and shall not routinely defer to hospital staff. Additionally, nursing faculty shall revise the clinical evaluation tools to include behavioral expectations that are stated in measurable terms.
- Rule 215.9(a)(5) and (g) related to Program of Study: A review of nursing course syllabi and clinical evaluation tools revealed that specific grading criteria is not always in place for students assignments that are part of the course grade and the clinical evaluation tools do not always have behavioral expectations that are stated in measurable terms.

- Rule 215.11(a) related to Facilities, Resources, and Services: A tour of the facility and interviews with nursing faculty and nursing students revealed that an over-crowded classroom is being used for sixty-three (63) nursing students and larger classrooms in the same building are being used for much smaller groups of students in other health disciplines. **Therefore**, the college administration shall review the current allocation of classroom space and ensure that adequate classroom space is made available for the large groups of nursing students to ensure an environment conducive to learning.

DRAFT LETTER

July 30, 2008

Dayna Davidson, MSN, RN, Director
Associate Degree Nursing Educational Program
Kilgore College
1100 Broadway Street
Kilgore, Texas 75662

Dear Ms. Davidson:

At the July 17-18, 2008 meeting, members of the Texas Board of Nursing (BON) reviewed the approval status of the Kilgore College in Kilgore, Texas, Associate Degree Nursing Educational Program based on the board staff's report regarding review of the 2007 NCLEX-RN® examination pass rate, the 2007 Nursing Education Program Information Survey (NEPIS) and 2007 Compliance Audit of Nursing Education Program (CANEP), and the report of the April 29 - May 1, 2008 survey visit. The members of the Board wish to thank you and [] for being available at the meeting to answer questions.

Based upon the review of documents, it was the decision of the Board to change the approval status of the Kilgore College Associate Degree Nursing Educational Program from Full to Full with Warning, accept the survey visit report, and issue the following commendations, recommendations, and requirements to be met.

COMMENDATIONS:

1. Commend the nursing program director and nursing faculty for the dedication and hard work to ensure the success of nursing students.
2. Commend the administration for their unlimited support to ensure student success and meet the Texas Board Nursing requirement of an overall 80% NCLEX-RN® pass rate for the program.

RECOMMENDATIONS:

1. The program is strongly encouraged to begin intensive NCLEX-RN® examination preparation with all remaining graduates that might test during the remaining test period for 2008 and in the future, consider mandating an NCLEX-RN® examination review course for all future graduates.
2. The program is strongly encouraged to consider the feasibility of using a total exit testing program throughout the entire curriculum with mandatory remediation incorporated into the implementation plan and consider making the exit test grade the student makes the overall grade for the course correlated with the exit test.
3. The program is strongly encouraged to consider the feasibility of raising the course passing grade from 75% to 78% or higher for all nursing courses.
4. The program is strongly encouraged to consider the feasibility of changing the admission standards for the associate degree nursing educational program to include only the grades for all required prerequisite nursing courses when calculating an applicant's GPA.
5. The nursing faculty is strongly encouraged to think outside the "box" and ensure most valuable use of instructional time to offer the students a rich learning experience. Nursing faculty should review the current student assignments for nursing courses and consider being innovative in their expectations for students, including reevaluating the need for the students to select their patients the night before a clinical and complete extensive clinical preparation paperwork before arriving for the clinical.
6. The administration is strongly encouraged to consider the feasibility of revising the current calculation method for determining nursing faculty contact hours and use a ratio of 1:1 for lecture and clinical hours as with other medical programs within the division.

REQUIREMENTS:

1. Rule 213.27(a) related to Good Professional Character, states that “Good professional character is the integrated pattern of personal, academic and occupational behaviors which, in the judgment of the Board, indicates that an individual is able to consistently conform his or her conduct to the requirements of the Nursing Practice Act, the Board's rules and regulations, and generally accepted standards of nursing practice including, but not limited to, behaviors indicating honesty, accountability, trustworthiness, reliability, and integrity. Rule 213.27(b) related to Good Professional Character in pertinent part states that “Factors to be used in evaluating good professional character in eligibility and disciplinary matters are: (1) Good professional character is determined through the evaluation of behaviors demonstrated by an individual in his or her personal, academic and occupational history. An individual's age, education, and experience necessarily affect the nature and extent of behavioral history and, therefore, shall be considered in each evaluation. (2) A person who seeks to obtain or retain a license to practice professional or vocational nursing shall provide evidence of good professional character which, in the judgment of the Board, is sufficient to insure that the individual can consistently act in the best interest of patients/clients and the public in any practice setting.” A review of the Nursing Student Handbook, a review of student files, and an interview with the program director revealed that current student policies do not sufficiently address dismissal and readmission of students for unprofessional conduct, unsafe clinical behavior and impairment in accordance with Texas BON rules. **Therefore**, the nursing program director and nursing faculty shall develop, implement, and enforce student dismissal and readmission policies that sufficiently address the requirements related to unprofessional conduct, unsafe clinical behavior and impairment in accordance with Texas BON rules.
2. Rule 215. 6(f) related to Administration and Organization, requires in pertinent part that “Each professional nursing education program shall be administered by a qualified individual who is accountable for the planning, implementation and evaluation of the professional nursing education program.” A review of the 2007 self-study report revealed that the report contains ongoing corrective measures. **Therefore**, the nursing program director shall be responsible for the implementation and continuing evaluation of ongoing corrective measures identified in the March 2007 self study and shall submit documentation of the implementation and evaluation of these ongoing corrective measures at the same time the 2008 and 2009 NEPIS is submitted. The program shall continue with the additional strategies that have been implemented to address the low pass rate, including moving to computerized testing throughout the curriculum, increasing admission requirements to NET scores of a minimum 60% in reading and 60% in math, and revising the curriculum to have medical/surgical courses in three (3) semesters.
3. Rule 215.9(a)(2) related to Program of Study, requires in pertinent part that “The program of study shall be: . . .(2) planned, implemented, and evaluated by the.” Rule 215.10(a) related to Management of Clinical Learning Experiences, requires that “In all cases faculty shall be responsible and accountable for managing clinical learning experiences and observational experiences of students.” Interviews with nursing faculty and nursing students and review of clinical assignments revealed that in many instances nursing faculty do not take the lead in assigning students assignments in the hospital and often defer to hospital staff. Additionally, a review of the clinical evaluation tools revealed that the clinical evaluation tools do not always have behavioral expectations that are stated in measurable terms. **Therefore**, nursing faculty shall make every effort to take the lead in planning and guiding clinical learning experiences and student assignments and shall not routinely defer to hospital staff. Additionally, nursing faculty shall revise the clinical evaluation tools to include behavioral expectations that are stated in measurable terms.
4. Rule 215.9(a)(5) and (g) related to Program of Study requires that “The program of study shall be . . . (5) based on sound educational principles” and “Faculty shall develop and implement evaluation methods and tools to measure progression of students' cognitive, affective and psychomotor achievements in course/clinical objectives according to Board guidelines.” A review of nursing course syllabi and clinical evaluation tools revealed that specific grading criteria is not always in place for students assignments that are part of the course grade and the clinical evaluation tools do not always have behavioral expectations that are stated in measurable terms.
5. Rule 215.11(a) related to Facilities, Resources, and Services, requires that “The governing institution shall be responsible for providing: (1) educational facilities, (2) resources, and (3) services which support the effective development and implementation of the nursing education program.” Rule 215.11(c) related to Facilities, Resources, and Services, requires in pertinent part that “The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body. . . (5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number,

size, and type for the number of students and the educational purposes for which the rooms are used.” A tour of the facility and interviews with nursing faculty and nursing students revealed that an over-crowded classroom is being used for sixty-three (63) nursing students and larger classrooms in the same building are being used for much smaller groups of students in other health disciplines. **Therefore**, the college administration shall review the current allocation of classroom space and ensure that adequate classroom space is made available for the large groups of nursing students to ensure an environment conducive to learning.

Recommendations are suggestions based upon program assessment indirectly related to the rule. The program must respond in a method of the program’s choice. Requirements are mandatory criterion based on program assessment directly related to the rule that shall be addressed in the manner prescribed.

Documentation of the address of the above recommendations and requirements to be met shall be submitted to the Board office at the same time the 2008 and 2009 NEPIS and CANEP are submitted, as appropriate. 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@bon.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Robbin Wilson, MSN, RN
Nursing Consultant for Education

xc: Texas Higher Education Coordinating Board
National League for Nursing Accrediting Commission
William Holda, EdD, President, Kilgore College