

**CONFIRMATION 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), REVIEW OF SELF STUDY, AND REPORT OF SURVEY VISIT**

**LAMAR STATE COLLEGE IN PORT ARTHUR  
 ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

**SUMMARY OF REQUEST:**

Consider staff recommendation concerning approval status and requirements to be met for the Lamar State College in Port Arthur, Texas, LVN to RN, Upper Mobility Associate Degree Nursing (ADN) Educational Program based on review of the 2007 NCLEX-RN® examination pass rate, review of the 2007 NEPIS and 2007 CANEP, review of the self-study report, and the report of the routine six-year survey visit.

**HISTORICAL PERSPECTIVE:**

Year	Approval Status	NCLEX-RN® Pass Rate	Number of First-Time Candidates Passed/Total
2008	Full	96.15% <u>Preliminary</u> 10/01/2007 - 06/30/2008	25/26
2007	Full	75.00%	27/36
2006	Full	95.65%	22/23
2005	Full	96.30%	26/27
2004	Full	92.31%	24/26

- The Lamar State College in Port Arthur, LVN to RN, Upper Mobility Associate Degree Nursing Educational Program began operation in 1995.
- In February 2008, the program was directed to complete a self study due to a 75.00% pass rate for 2007. The Self-Study Report was received in the Board office on April 10, 2008.
- Board staff conducted a routine six-year survey visit of the program April 22-23, 2008, in conjunction with a routine six-year survey visit of the Lamar State College in Port Arthur, Vocational Nursing Educational Program (See Agenda Item, 3.2.5.b.), to evaluate the program's status regarding compliance with the Texas Board of Nursing (BON) rules and regulations and identify any other causative factors that might have contributed to the low pass rate in 2007. A report of the survey visit findings is attached (See Attachment One).

**PROS AND CONS:**

Pros-

- The program conducted a comprehensive self-study in 2008 and identified factors which may have contributed to the low pass rate:
  - Students with test anxiety and personal problems.
  - Students having to retake prerequisite courses, nursing courses, and the HESI Exit exam.
  - Students with language barriers.
  - Students not preparing to take the NCLEX-RN® examination.

- As a result of the self study, the program has identified the following corrective measures that will be implemented:
  - Closely monitor the progress of repeating students for earlier intervention.
  - Use detailed blueprinting of tests to ensure appropriate cognitive level questions and conformance to the NCLEX-RN® test plan.
  - Rearrange course content to evenly distribute the more challenging concepts across the semester.
  - Increase the fundamental skills and pharmacology content in didactic courses and on exams.
  - Require students to use NCLEX 3500 software and submit a specific number of completed exams with a minimum score in each long semester.
  - Administer the HESI Exit Exam during the first week of the program for the 2009 graduating class and only once at the end of the program.
- The April 22-23, 2008 routine six-year survey visit revealed that the nursing program director and nursing faculty are progressive and innovative in their approach to nursing education, especially regarding the use of computer technology, (i.e., testing, student evaluation tools, student assignments), utilize excellent methods for the evaluation of students, especially the clinical evaluation tools and grading rubrics (specific grading criteria), and have a cooperative and collegial spirit that fosters a positive nurturing learning environment for the students (See Attachment One).
- Preliminary results for the program's 2008 pass rate show a 96.15% with one (1) quarter remaining in the testing period for 2008.

Cons-

- The April 22-23, 2008 routine six-year survey visit revealed negative findings (See Attachment One), including:
  - The method for making decisions by the faculty organization is not clearly indicated in the nursing faculty bylaws;
  - student evaluation of clinical facilities does not occur on a regular basis, a description of this process is not included in the handbooks and evaluation of the affiliating agencies/clinical facilities is not adequately evaluated as part of the Total Program Evaluation Plan, and nursing faculty do not have a tool with criteria for selection of new/additional clinical facilities by faculty;
  - numerous outdated nursing holdings are present in the open stacks and in the nursing reference section; and
  - all of the ten (10) broad areas required by the rule, including evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and institutional effectiveness, were not present in the current Total Program Evaluation (TPE) Plan.

**STAFF RECOMMENDATION:**

Move to continue the full approval status of the Lamar State College in Port Arthur, LVN to RN, Associate Degree Nursing Educational Program, accept the self-study report, accept the survey visit report, and issue the commendations, recommendations, and requirements to be met as indicated in the attached letter (See Attachment Two).

## **SURVEY VISIT SUMMARY REPORT**

**NAME OF NURSING PROGRAM:** Lamar State College, LVN to RN, Associate Degree Nursing Educational Program

**NURSING PROGRAM DIRECTOR:** Janet Hamilton, MSN, RN

**REASON FOR SURVEY VISIT:** Routine six-year survey visit to evaluate the program's compliance with Texas BON rules and regulations and to identify additional causative factors that might have contributed to the program's low 2007 NCLEX-RN® examination pass rate.

**DATE(S) OF SURVEY VISIT:** April 22-23, 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:** March 2001.

**NAME OF ACCREDITING AGENCIES:** SACS, THECB

### **ACTIVITIES DURING SURVEY VISIT:**

Board staff:

- Met with the College Administrators;
- Interviewed Janet Hamilton, MSN, RN, Chair of the Allied Health Department and Program Director;
- Interviewed nursing students and nursing faculty;
- Reviewed records and documents;
- 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 progressive and innovative in their approach to nursing education, especially regarding the use of computer technology, (i.e., testing, student evaluation tools, student assignments);
- The program utilizes excellent methods for the evaluation of students, especially the clinical evaluation tools and grading rubrics (specific grading criteria); and
- The program director and the nursing faculty demonstrate a cooperative and collegial spirit that fosters a positive nurturing learning environment for the students.

Areas of concern revealed during the survey visit include:

- 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 method for making decisions by the faculty organization is not clearly indicated in the nursing faculty bylaws;
- Student evaluation of clinical facilities does not occur on a regular basis, a description of this process is not included in the handbooks and evaluation of the affiliating agencies/clinical facilities is not adequately evaluated as part of the Total Program Evaluation Plan, and nursing faculty do not have a tool with criteria for selection of new/additional clinical facilities by faculty;
- Numerous outdated nursing holdings are present in the open stacks and in the nursing reference section; and
- All of the ten (10) broad areas required by the rule, including evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and institutional effectiveness, were not present in the current Total Program Evaluation (TPE) Plan.

## PROPOSED COMMENDATIONS:

- Commend the nursing program director and nursing faculty for the progressive and innovative approach to nursing education, especially regarding the use of computer technology, (i.e., testing, student evaluation tools, student assignments).
- Commend the nursing program director and nursing faculty for their methods for evaluation of students, especially the clinical evaluation tools and grading rubrics (specific grading criteria).
- Commend the nursing program director and nursing faculty for the cooperative and collegial spirit that fosters a positive nurturing learning environment for the students.

## PROPOSED RECOMMENDATIONS:

- The program is strongly encouraged to continue with their innovative mode of thinking and reexamine:
  - the necessity for the students to select their patients the night before a clinical and complete extensive clinical preparation paperwork before arriving for the clinical;
  - the amount of required written assignments;
  - raising the course passing grade from 75% to 78% or higher for all nursing courses;
  - the amount of alternative clinical learning sites that are utilized and consider other options, (i.e., hospice, home health, Salvation Army Soup Kitchen); and
  - the plan for replacing old desk top computers with the same type of components and consider replacing the old desk top computers with laptop computers that could be used in the faculty offices, at home, and at the clinical facilities.
- The program is strongly encouraged to pursue funding resources so that the program can implement an independent STRIPES initiative for both the Vocational Nursing Educational Program and the Upper Mobility ADN Educational Program in Port Arthur, utilizing a simulation lab with high fidelity Sim Man mannequins.
- The program is strongly encouraged to consider the feasibility of adding a feedback mechanism to preceptor evaluation process so that preceptors are informed of the students' evaluation of the preceptor experience.
- The program is strongly encouraged to consider incorporating the language in the four (4) Texas Board of Nursing Disciplinary Sanction Policies into the nursing student policies and the behavioral and performance expectations for students that are outlined in the Nursing Student and Nursing Faculty Handbooks.

## PROPOSED REQUIREMENTS:

- Rule 215.7(f) related to Faculty Qualifications and Faculty Organization: A review of the Faculty Organization Bylaws revealed that the method for making decisions by the faculty organization is not clearly indicated. **Therefore**, the nursing faculty shall include a description of the decision making methods in the Faculty Organization, including, but not limited to, what is necessary to institute a change/revision in the program of study.
- Rule 215.8(e) related to Students: Rule 215.10(b) related to Management of Clinical Learning Experiences and Resources: Rule 215.13(a)(5) related to Total Program Evaluation Plan: A review of the Nursing Student and Nursing Faculty Handbooks revealed student evaluation of clinical facilities does not occur on a regular basis, a description of this process is not included in the handbooks and evaluation of the affiliating agencies/clinical facilities is not adequately evaluated as part of the Total Program Evaluation Plan. Additionally, a review of the Nursing Faculty Handbook revealed that a tool with criteria for selection of new/additional clinical facilities by faculty is not present. **Therefore**, the nursing program director and nursing faculty shall develop and implement a student clinical facility evaluation tool and include the data from these student evaluations in the Total Program Evaluation Plan. **Additionally**, the nursing program director and nursing faculty shall develop and implement a tool with criteria for the selection of new/additional clinical sites.
- Rule 215.11(d) related to Facilities, Resources, and Services: A tour of the library revealed numerous outdated nursing holdings in the open stacks and in the nursing reference section. **Therefore**, nursing faculty, in cooperation with library staff, shall indicate those outdated nursing holdings that are retained for their historical value by some method of marking/flagging and remove the other outdated holdings.

- Rule 215.13(a)(5) and (g) related to Total Program Evaluation Plan: A review of the current Total Program Evaluation (TPE) Plan revealed that all the ten (10) broad areas required by the rule, including evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and institutional effectiveness, were not present in the TPE Plan. **Therefore**, the program director and the nursing faculty shall revise the TPE plan to include these required ten (10) areas with all the required components.

**DRAFT LETTER**

July 30, 2008

Janet Hamilton, MSN, RN  
Chair of the Allied Health Department  
Director, Associate Degree Nursing Educational Program  
Lamar State College in Port Arthur  
P.O. Box 310  
Port Arthur, Texas 77641-0310

Dear Ms. Hamilton:

At the July 17-18, 2008 meeting, members of the Texas Board of Nursing (BON) reviewed the approval status of the Lamar State College in Port Arthur, Texas, LVN to RN, 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), review of the April 2008 self-study report, and the report of the April 22-23, 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 continue the full approval status of the Lamar State College in Port Arthur, LVN to RN, Upper Mobility Associate Degree Nursing (ADN) Educational Program, accept the self-study report, 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 progressive and innovative approach to nursing education, especially regarding the use of computer technology, (i.e., testing, student evaluation tools, student assignments).
2. Commend the nursing program director and nursing faculty for their methods for evaluation of students, especially the clinical evaluation tools and grading rubrics (specific grading criteria).
3. Commend the nursing program director and nursing faculty for the cooperative and collegial spirit that fosters a positive nurturing learning environment for the students.

**RECOMMENDATIONS:**

1. The program is strongly encouraged to continue with their innovative mode of thinking and reexamine:
  - the necessity for the students to select their patients the night before a clinical and complete extensive clinical preparation paperwork before arriving for the clinical;
  - the amount of required written assignments;
  - raising the course passing grade from 75% to 78% or higher for all nursing courses;
  - the amount of alternative clinical learning sites that are utilized and consider other options, (i.e., hospice, home health, Salvation Army Soup Kitchen); and
  - the plan for replacing old desk top computers with the same type of components and consider replacing the old desk top computers with laptop computers that could be used in the faculty offices, at home, and at the clinical facilities.
2. The program is strongly encouraged to pursue funding resources so that the program can implement an independent STRIPES initiative for both the Vocational Nursing Educational Program and the Upper Mobility ADN Educational Program in Port Arthur, utilizing a simulation lab with high fidelity Sim Man mannequins.
3. The program is strongly encouraged to consider the feasibility of adding a feedback mechanism to preceptor evaluation process so that preceptors are informed of the students' evaluation of the preceptor experience.

4. The program is strongly encouraged to consider incorporating the language in the four (4) Texas Board of Nursing Disciplinary Sanction Policies into the nursing student policies and the behavioral and performance expectations for students that are outlined in the Nursing Student and Nursing Faculty Handbooks.

#### **REQUIREMENTS:**

1. Rule 215.7(f) related to Faculty Qualifications and Faculty Organization, states that “The faculty shall meet regularly and function in such a manner that all members participate in planning, implementing and evaluating the nursing program. Such participation includes, but is not limited to the initiation and/or change of academic policies, personnel policies, curriculum, utilization of affiliating agencies, and program evaluation.” A review of the Faculty Organization Bylaws revealed that the method for making decisions by the faculty organization is not clearly indicated. **Therefore**, the nursing faculty shall include a description of the decision making methods in the Faculty Organization, including, but not limited to, what is necessary to institute a change/revision in the program of study.
2. Rule 215.8(e) related to Students, requires that “Students shall have the opportunity to evaluate faculty, courses, and learning resources and these evaluations shall be documented.” Rule 215.10(b) related to Management of Clinical Learning Experiences and Resources, requires that “Faculty shall develop criteria for the selection of affiliating agencies/clinical facilities or clinical practice settings which address safety and the need for students to achieve the program outcomes (goals) through the practice of nursing care or observational experiences.” Rule 215.13(a)(5) related to Total Program Evaluation Plan, requires in pertinent part that “. . .The following broad areas shall be periodically evaluated: . . .(5) affiliating agencies and clinical learning activities . . .”. A review of the Nursing Student and Nursing Faculty Handbooks revealed student evaluation of clinical facilities does not occur on a regular basis, a description of this process is not included in the handbooks and evaluation of the affiliating agencies/clinical facilities is not adequately evaluated as part of the Total Program Evaluation Plan. Additionally, a review of the Nursing Faculty Handbook revealed that a tool with criteria for selection of new/additional clinical facilities by faculty is not present. **Therefore**, the nursing program director and nursing faculty shall develop and implement a student clinical facility evaluation tool and include the data from these student evaluations in the Total Program Evaluation Plan. **Additionally**, the nursing program director and nursing faculty shall develop and implement a tool with criteria for the selection of new/additional clinical sites.
3. Rule 215.11(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.” A tour of the library revealed numerous outdated nursing holdings in the open stacks and in the nursing reference section. **Therefore**, nursing faculty, in cooperation with library staff, shall indicate those outdated nursing holdings that are retained for their historical value by some method of marking/flagging and remove the other outdated holdings.
4. Rule 215.13(a)(5) and (g) related to Total Program Evaluation Plan, requires that “There shall be a written plan for the systematic evaluation of the total program. The plan shall include evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and instructional effectiveness. The following broad areas shall be periodically evaluated: (1) organization and administration of the program; (2) philosophy/mission and objectives/outcomes; (3) program of study, curriculum, and instructional techniques; (4) education facilities, resources, and services; (5) affiliating agencies and clinical learning activities; (6) students' achievement; (7) graduates' performance on the licensing examination; (8) graduates' nursing competence; (9) faculty members' performance; and (10) extension programs.” A review of the current Total Program Evaluation (TPE) Plan revealed that all the ten (10) broad areas required by the rule, including evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and institutional effectiveness, were not present in the TPE Plan. **Therefore**, the program director and the nursing faculty shall revise the TPE plan to include these required ten (10) areas with all the required components.

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](mailto:robbin.wilson@bon.state.tx.us).

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Robbin Wilson, MSN, RN  
Nursing Consultant for Education

xc: W. Sam Monroe, LLD, President, Lamar State College in Port Arthur