

**CONSIDERATION OF SURVEY VISIT REPORT, COMMENDATIONS,
RECOMMENDATIONS, AND REQUIREMENTS
CLARENDON COLLEGE VOCATIONAL NURSING EDUCATIONAL PROGRAM
CLARENDON, TEXAS**

**SURVEY VISIT
SUMMARY REPORT**

NAME OF NURSING PROGRAM: Clarendon College Vocational Nursing Educational Program

NURSING PROGRAM DIRECTOR: Phyllis Norton, BSN, RN

REASON FOR SURVEY VISIT: To conduct a focused survey visit subsequent to the program's low pass rates on the 2006 and 2007 NCLEX-PN® examination.

DATE(S) OF SURVEY VISIT: October 8-9, 2008

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

TEXAS BOARD OF NURSING (BON) APPROVAL STATUS: Full with Warning

NAME OF ACCREDITING AGENCIES: Southern Association of Colleges and Schools (SACS) and the Texas Higher Education Co-ordinating Board (THECB)

HISTORICAL PERSPECTIVE:

- Clarendon College Vocational Nursing Educational Program has been in operation since June 1980.
- Due to the 68.00% pass rate on the 2006 NCLEX-PN® 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.
- Based upon an analysis of the self-study report at the October 2007 Board meeting, the program was issued two requirements.
- In spite of implementing corrective measures, the 2007 NCLEX-PN® examination pass rate was 79.31%.

At the July 2008 Board meeting, the Board moved to change the approval status of the Clarendon College Vocational Nursing Educational Program from Full to Full with Warning and authorize staff to conduct a survey visit in Fall 2008.

ACTIVITIES DURING SURVEY VISIT:

Board staff:

- met with the College Administrators;
- interviewed Phyllis Norton, BSN, RN, Program Director;
- interviewed nursing students and nursing faculty;
- toured both the Clarendon and Pampa campuses;
- reviewed records and documents; and
- conducted a survey conference with the College Administrators, the Program Director, and the nursing faculty.

SURVEY VISIT FINDINGS:

Positive findings revealed during the survey visit include:

- The administration has provided ongoing support of the vocational nursing educational program in a period of transition as there is a new vocational nursing educational program director and new faculty members.
- The administration has demonstrated financial support of students by paying for the ATI learning enrichment program for every student.
- The program director and faculty are dedicated to ensure the success of the program as demonstrated by their willingness to travel great distances between the two campuses in Pampa and Clarendon, as well as their frequent travel to distant clinical locations in the vast geographical region of West Texas.
- The program director and faculty are accessible to students in that they all carry cellular telephones to ensure availability. The program director answers all applicant inquiries herself.
- The program director and faculty have developed and utilized required policies as demonstrated by the program's Differentiated Entry Level Competencies (DELIC) matrix.

Areas of concern revealed during the survey visit include:

- The nutrition course includes clinical objectives although there is only didactic content in the nutrition course. Homework related to the clinical objectives appears to be a source of frustration to students.
- There is no written criteria regarding the selection of clinical preceptors.
- The Pampa campus nursing skills laboratory did not have hot running water.
- The nursing skills laboratories at both the Pampa and Clarendon campuses do not provide sufficient mannequins to accommodate the needs of the number of nursing students.
- The Clarendon campus nursing building does not have a copier or fax machine.
- Documentation regarding the operation of the Pampa campus has not been received in the Board office although the facility became operational in January 2006.
- The nursing program director has not articulated the required autonomy specific to nursing educational programs to administration of the college.
- No identified minutes, rationale, or data to substantiate decisions regarding the vocational nursing committees were located.
- The student files did not contain eligibility information or receipts of eligibility.
- Current and signed clinical affiliation contracts, as identified in the Compliance Audit for Nursing Educational Programs or CANEP, were not available.
- A mechanism to evaluate faculty instruction in clinical courses was not apparent.

PROPOSED COMMENDATIONS:

- Commend the administration for their ongoing support of the vocational nursing educational program in this period of transition.
- Commend the administration for the financial support of students, as demonstrated by the college paying for each student's ATI learning enrichment program.
- Commend the program director and faculty for their dedication to ensure the success of the program. Their willingness to travel great distances demonstrates this dedication.
- Commend the program director and faculty for their accessibility to students in that they all carry cellular telephones to ensure availability. The program director answers all applicant inquiries herself.
- Commend the program director and faculty for the development and utilization of required policies, as well as other policies to guide faculty in their daily activities.

PROPOSED RECOMMENDATIONS:

- A review of the curriculum revealed inclusion of non-mandated content (i.e., an IV Therapy course). A review of the program hours revealed that the program had 988 clinical practice hours where only 840 hours are required. In light of the 2006 and 2007 NCLEX-PN® pass rates, the program director and faculty are encouraged to focus on the essential elements of the required curriculum. Therefore, it is recommended that the program director and faculty evaluate the curriculum, as well as the classroom and clinical hours in order to provide the most effective utilization of instructional time.
- During the interview with faculty and the subsequent interview with students, it was noted that the nutrition course, as currently offered, has clinical objectives although the course has only didactic content. The homework related to the clinical objectives appeared to be a source of frustration to the students. Therefore, faculty are encouraged to critically examine the aforementioned issue in light

- of the time required for students to complete assignments and to make appropriate revisions. An outcome of the aforementioned discussions may also be that Nutrition, as well as Anatomy and Physiology, may be offered through an online method of delivery or be designated as pre-requisites.
- During the interview with the program director, it was noted that there is no written criteria to assist with the selection of clinical preceptors. Therefore, it is recommended that faculty shall develop written criteria that will provide guidance regarding the selection of clinical preceptors. The director was able to verbalize the selection process; however, this criteria should be documented in order to ensure consistency.
 - During the survey visit to the Pampa campus it was noted that the nursing skills laboratory did not have hot running water. Therefore, the program director shall have this corrected prior to student use of the skills lab.
 - During the survey visit to the skills labs at both the Pampa and Clarendon campuses, it was noted that two (2) additional mannequins need to be purchased for the Pampa campus skills lab and one (1) additional mannequin needs to be purchased for the Clarendon campus skills lab.
 - During the survey visit to the Clarendon campus, it was noted that there is no copier or fax machine located in the building. Therefore, the program director shall ensure the purchase of the aforementioned equipment.

PROPOSED REQUIREMENTS:

- Rule 214.3(b) related to Program Development, Expansion and Closure: During the meeting with administration, it was noted that the vocational nursing educational program located on the Pampa campus became operational in January 2006. However, required documentation regarding this extension campus has not been received at the Board office. Therefore, the program director is required to submit documentation as outlined in Rule 214.3 to the Board by November 1, 2008.
- Rule 214.6(h) related to Administration and Organization: During the interview with the program director, it became apparent that the director is still learning about the role and responsibilities of the director position, particularly regarding the required autonomy of the successful functioning of the vocational nursing educational program, as outlined in Rule 214.6(h). Therefore the program director shall be required to become knowledgeable of the Nursing Practice Act, the Education Guidelines, and Board Position Statements specific to LVN scope of practice and, subsequently, make these duties known to the college administration. The program director shall submit an update describing the success in having met this requirement by March 10, 2009.
- Rule 214.7(d) related to Faculty: During a review of the faculty minutes, rationale or data to substantiate decisions that were made that impacted the program of study were not located. No identified minutes related to vocational nursing committees were noted. Evaluation of corrective measures identified in the self study have not been consistently evaluated. Therefore, the program director shall submit minutes of established committees and faculty meetings that reflect the rationale and supporting data regarding decision-making to the Board office by June 1, 2009.
- Rule 214.8(b) related to Students: During the review of records it was noted that neither eligibility information nor receipts of eligibility were included in student files, thus not in compliance with Rule 214.8(b). Therefore, the program director shall place the eligibility information in the student handbook and place a signed receipt of eligibility in student files.
- Rule 214.10 related to Clinical Learning Experiences: During the review of records, it was noted that not all clinical affiliation agreements as identified in the Clarendon College Compliance Audit for Nursing Educational Programs, or CANEP, were available, nor were the agreements that were reviewed consistently updated. Therefore, the program director shall ensure that all clinical affiliation contracts are signed, current, and securely maintained in the program director's office.
- Rule 214.10 related to Clinical Learning Experiences: Faculty and students stated that there was no mechanism to evaluate faculty instruction in clinical courses. Therefore, the director and faculty shall develop an evaluation instrument that will collect appropriate feedback. Additionally, there was no evidence of student evaluation of faculty instruction. Therefore, the program director shall ensure that the instrument is contained in faculty files.

STAFF RECOMMENDATION:

Accept the survey visit report, and issue the requirements to be met as indicated in the attached letter (See Attachment One).

DRAFT LETTER

January 22, 2009

Phyllis Norton, BSN, RN
Interim Director, Vocational Nursing Educational Program
Clarendon College
Box 968, Hwy 287
Clarendon, Texas 79226

Dear Ms. Norton:

At the January 22-23, 2009 meeting, the members of the Texas Board of Nursing considered the report of the October 8-9, 2008 survey visit. Based upon the review of documents, it was the decision of the Board to accept the survey visit report and issue the following commendations, recommendations, and requirements to be met.

COMMENDATIONS:

1. Commend the administration for their ongoing support of the vocational nursing educational program in this period of transition.
2. Commend the administration for the financial support of students, as demonstrated by the college paying for each student's ATI learning enrichment program.
3. Commend the program director and faculty for their dedication to ensure the success of the program. Their willingness to travel great distances demonstrates this dedication.
4. Commend the program director and faculty for their accessibility to students in that they all carry cellular telephones to ensure availability. The program director answers all applicant inquiries herself.
5. Commend the program director and faculty for the development and utilization of required policies, as well as other policies to guide faculty in their daily activities.

RECOMMENDATIONS:

1. A review of the curriculum revealed inclusion of non-mandated content (i.e., an IV Therapy course). A review of the program hours revealed that the program had 988 clinical practice hours where only 840 hours are required. In light of the 2006 and 2007 NCLEX-PN® pass rates, the program director and faculty are encouraged to focus on the essential elements of the required curriculum. Therefore, it is recommended that the program director and faculty evaluate the curriculum, as well as the classroom and clinical hours in order to provide the most effective utilization of instructional time.
2. During the interview with faculty and the subsequent interview with students, it was noted that the nutrition course, as currently offered, has clinical objectives although the course has only didactic content. The homework related to the clinical objectives appeared to be a source of frustration to the students. Therefore, faculty are encouraged to critically examine the aforementioned issue in light of the time required for students to complete assignments and make appropriate revisions. An outcome of the aforementioned discussions may also be that Nutrition, as well as Anatomy and Physiology, may be offered through an online method of delivery or be designated as pre-requisites.
3. During the interview with the program director, it was noted that there is no written criteria to assist with the selection of clinical preceptors. Therefore, it is recommended that faculty shall develop written criteria that will provide guidance regarding the selection of clinical preceptors. The director was able to verbalize the selection process; however, this criteria should be documented in order to ensure consistency.
4. During the survey visit to the Pampa campus, it was noted that the nursing skills laboratory did not have hot running water. Therefore, the program director shall have this corrected prior to student use of the skills lab.
5. During the survey visit to the skills labs at both the Pampa and Clarendon campuses, it was noted that two (2) additional mannequins need to be purchased for the Pampa campus skills lab and one (1) additional mannequin needs to be purchased for the Clarendon campus skills lab.

6. During the survey visit to the Clarendon campus, it was noted that there is no copier or fax machine located in the building. Therefore, the program director shall ensure the purchase of the aforementioned equipment.

PROPOSED REQUIREMENTS:

1. Rule 214.3(b) related to Program Development, Expansion and Closure: During the meeting with administration, it was noted that the vocational nursing educational program located on the Pampa campus became operational in January 2006. However, required documentation regarding this extension campus has not been received at the Board office. Therefore, the program director is required to submit documentation as outlined in Rule 214.3 to the Board by November 1, 2008.
2. Rule 214.6(h) related to Administration and Organization: During the interview with the program director, it became apparent that the director is still learning about the role and responsibilities of the director position, particularly regarding the required autonomy of the successful functioning of the vocational nursing educational program, as outlined in Rule 214.6(h). Therefore the program director shall be required to become knowledgeable of the Nursing Practice Act, the Education Guidelines, and Board Position Statements specific to LVN scope of practice and, subsequently, make these duties known to the college administration. The program director shall submit an update describing the success in having met this requirement by March 10, 2009.
3. Rule 214.7(d) related to Faculty: During a review of the faculty minutes, rationale or data to substantiate decisions that were made that impacted the program of study were not located. No identified minutes related to vocational nursing committees were noted. Evaluation of corrective measures identified in the self study have not been consistently evaluated. Therefore, the program director shall submit minutes of established committees and faculty meetings that reflect the rationale and supporting data regarding decision-making to the Board office by June 1, 2009.
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6. Rule 214.10 related to Clinical Learning Experiences: Faculty and students stated that there was no mechanism to evaluate faculty instruction in clinical courses. Therefore, the director and faculty shall develop an evaluation instrument that will collect appropriate feedback. Additionally, there was no evidence of student evaluation of faculty instruction. Therefore, the program director shall ensure that the instrument is contained in faculty files.

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 2009 NEPIS and CANEP are submitted, as appropriate. If you have any questions or if we may provide assistance, please contact Board staff at 512-305-7660 or by email at virginia.ayars@bon.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Virginia D. Ayars, MS, RN
Nursing Consultant for Education

cc: Dr. W. R. Auvenshine, President
Dr. Debra Kuhl, Dean of Instruction