

**Summary of a Routine Survey Visit
Southwest Texas Junior College in Uvalde, Texas
Vocational Nursing Education Program**

Summary of Request

Consider the report of the April 5, 2013, routine six-year survey visit to Southwest Texas Junior College (SWTJC) in Uvalde, Texas, Vocational Nursing Education Program. The visit was conducted by Beverly Skloss, MSN, RN, one of the contract program evaluators employed by the BON. The previous survey visit was conducted in February, 2002.

Historical Perspective:

- SWTJC was established in 1946 at the current site.
- The college is located on a 79.28 acre campus. It is accredited by the Southern Association of Colleges and Schools.
- The SWTJC Vocational Nursing (VN) Program began in 1966.
- The VN Education Program is located on the main campus in the Health Sciences Building which also houses the Associate Degree Nursing Program.
- The VN program is part of the Division of Health and Human Services which also includes Associate Degree Nursing (ADN) and Associate Degree Radiology.
- The VN program is also offered at extension sites on the Del Rio and Eagle Pass campuses.
- Amanda Hadley, RN, MSN, has been the Director for this program for twenty (20) years and has been teaching at SWTJC for thirty-one (31) years.

The NCLEX-PN® pass rates for the past five (5) years are provided in the table:

Examination Year	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)	BON Approval Status
2012	96.61%	57/59	Full
2011	91.67%	55/60	Full
2010	98.33%	59/60	Full
2009	86.67%	52/60	Full
2008	79.73%	59/74	Full

- Nine (9) full-time faculty teach in the VN program, three (3) on Uvalde campus, three (3) at the Del Rio extension site and three (3) at the Eagle Pass extension site.
- Distance education is used for the majority of the didactic content.
- One (1) full-time faculty at each site serves as Program Coordinator: Sharon Wilson, BSN, RN, at Uvalde; Rolando Lira, BSN, RN, at Del Rio; and Laura Gammill, MSN, RN is currently assisting at Eagle Pass.
- Ms. Hadley is responsible only for the administration of the VN program and teaches Vocational Nursing Concepts in the Fall semester and Pediatrics in the Spring semester.
- The program admits one (1) cohort, of up to ninety (90) students every May, with the actual enrollment number based on qualified applicants.

Overview of Survey Findings (See Survey Report in Attachment #1):

- The Program Evaluator identified many strengths in the program.
- The program director has been in this position for twenty (20) years.
- In general, the findings from the survey visit indicate the program is in compliance with Board Rule 214.
- The Uvalde site has two extension sites/campuses at Del Rio and at Eagle Pass. Distance education interactive video provides didactic content to the extension sites. The equipment needs upgrading.
- Besides teaching responsibilities, faculty are also engaged in maintaining the nursing labs and supervising students in clinical experiences.

Pros and Cons from Survey Visit:**Pros:**

- The VN Program Director is an experienced educator and is respected by administration, faculty, students, and the community. In interviews with the director, she indicates she has adequate time to fulfill the director responsibilities.
- Administration and faculty credited Ms. Hadley for her strong leadership and enthusiasm for VN quality education.
- Administration expressed support for the VN program, stated that the nursing program adds value to the college and fulfills a continued need for nurses in the eleven (11) county area served.
- The VN education program receives strong support from clinical affiliates. The VN Program Advisory Committee attendance and minutes clearly indicate this support.
- Students interviewed expressed a high degree of satisfaction with the program.
- The program of study incorporates creative methods for course delivery, including frequent communication with faculty, face-to-face instruction, student centered learning activities and utilization of simulation.
- All clinical learning experiences are faculty supervised, with direct-patient care in hands-on clinical settings. The program utilizes simulation to prepare students for clinical practice and for remediation.
- The program has a number of active contracts with clinical affiliating agencies that provide a wide variety of clinical learning experiences in each of the three extension sites.
- VN graduates are able to obtain employment in the local hospitals and long term care agencies.
- The college provides funds every year for all faculty to attend the annual conference of the Texas Association of Vocational Nurse Educators (TAVNE).
- The VN program submitted a Self-Study Report to the BON for the 2008-2009 academic year and has implemented the corrective measure as outlined in the study.

Cons:

- At times, technical difficulties with the distance learning equipment interferes with delivery of didactic classes. The equipment is over ten years old and two-thirds of the student's receive didactic classes via this delivery method.
- Faculty prepare the skills lab, clean it and make changes for the next skill. There is not adequate time in their schedule for this, especially in the Fall semester when students are learning all skills.
- Faculty is concerned about recruitment of students due to plans for the ADN program to change to a generic format rather than an LVN to ADN (transition) program.

Rationale for staff recommendation

The program is meeting rule requirements but three (3) recommendations are made in an effort to ensure:

- there is no disconnect in delivery of didactic classes via distance learning,
- that faculty have adequate preparation time for skills labs and,
- the program has a plan for recruitment of students for the VN program.

Staff Recommendation:

Move to accept the report of findings of the routine six (6) year visit to Southwest Texas Junior College in Uvalde, Texas and issue the three recommendations (See draft letter in Attachment #2).

Recommendation #1:

The college administration should evaluate the VN program distance learning equipment for useful life and upgrade as appropriate.

Recommendation #2:

The college administration and VN program director should evaluate the need for skills/simulation lab coordinator to be utilized at all three (3) program sites.

Recommendation #3:

The college administration in conjunction with the VN program director and faculty should develop a plan for recruitment of VN students.

Program is requested to submit a response to all recommendations no later than October 1, 2013.

**Summary of Survey Visit
Southwest Texas Junior College, Uvalde, Texas
Vocational Nursing Education Program**

Purpose of Survey visit: Routine six-year survey visit

Date of Visit: April 5, 2013

Program Evaluator Conducting Visit: Beverly Skloss, MSN, RN, Contracted

Program Evaluator met with:

Dr. Mark Underwood, Vice-President for Academic Affairs
Mr. Johnny C. Guzman, Dean, College of Applied Sciences
Ms. Cheryl Sanchez, Division Chair, Health and Human Services
Amanda Hadley, MSN, RN, VN Program Director
Sharon Wilson, BSN, RN, Program Coordinator, Uvalde site
Rolando Lira, BSN, RN, Program Coordinator, Del Rio site
Barbara Reed, BSN, RN, Instructor
Linda Brown, BSN, RN, Instructor
Ten (10) VN Students

Program Evaluator:

- Reviewed the curriculum and all syllabi.
- Reviewed the Student Handbook and Faculty Handbook.
- Reviewed exams and clinical evaluation tools.
- Toured Uvalde facilities housing the nursing program and two (clinical sites).
- Interviewed ten (10) students.
- Held initial conference with director and administration.
- Met with four (4) faculty members.
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan.
- Conducted exit interview with director, faculty, and administration.

Summary of Findings:

Administration

- Administration indicated the nursing program adds value to the college and fulfills a need in the local community.
- The VN program is in the Division of Health and Human Services which also includes Associate Degree Nursing (ADN) and Associate Degree Radiology.
- Amanda Hadley, MSN, RN, VN Program Director, has been the director of the VN Program for twenty (20) years.
- Ms. Hadley does not carry a teaching load and is comfortable fulfilling her program director duties. She commended her faculty for their dedication and hard work.
- Clear channels of communication between the director and administration were evident.
- Administrative staff explained the new organizational reporting structure that went into effect in March 2013.
- The VN program has comparable status to other education units in the college.

Program of Study:

- The twelve (12) month program of study is designed to be completed in four (4) semesters.
- The program is comprised of a total of 1528 clock hours: 656 didactic hours, 680 patient care clinical hours, 32 hours clinical learning activities, 96 hours clinical simulation and task learning, 64 hours high fidelity simulation.
- The program of study is well organized and includes all Board required content.
- The organization of the curriculum is based upon simple to complex and designed to ensure students are competent in skills prior to entering the clinical setting.
- Distance learning with interactive video is utilized for didactic delivery to two-thirds of the students.
- A nutrition course is taught online.
Students expressed their satisfaction with this method of delivery except for technical difficulties that sometimes arise.
- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum.
- Standardized testing is used throughout the program for admission, progression, remediation, and graduation purposes.
- Evaluation methods and tools to measure progression are according to Board Rule 214.9 and Board Education Guideline 3.7.3.a.

Faculty:

- Nine (9) full-time faculty teach in the VN program, three (3) on Uvalde campus, three (3) at the Del Rio extension site and three (3) at the Eagle Pass extension site.
- One (1) full-time faculty at each site serves as Program Coordinator and carries a full-time teaching load.
- Faculty possess many years experience in teaching, diversity in content expertise and clinical backgrounds.
- Faculty reported they receive strong support from one another, the Program Director, Division Chair and the Dean.
- Faculty members are engaged in curriculum planning, implementation, and evaluation. However, they indicated the need for a skills lab coordinator since they do not have adequate time for preparation, set-up and clean-up.
- Faculty has regular meetings and decision making is collaborative.
- Faculty files provide evidence of faculty qualifications, responsibilities, and faculty evaluations.

Students:

- The program admits one (1) cohort of students each year in May.
- The program currently has seventy-one (71) students out of eighty-nine (89) that were admitted in May 2013.
- Students reported they enrolled in the VN program because of the desire to become a nurse and the positive reputation of the program.
- Students agreed the program of study is preparing them well for clinical practice and they cited hands-on learning experiences as being the most rewarding part of the program.
- Students discussed ATI testing and the benefits they felt it provides them to prepare for the NCLEX-PN.
- Student policies are well-defined and written.

Clinical Learning Experiences:

- The program has active clinical contracts with a number of affiliating agencies that provide rich clinical opportunities for the curriculum with clinical sites in each of the extension sites. Skills lab and simulation lab activities are also utilized, with labs at all three campuses.
- Faculty provides supervision during all clinical learning experiences. Students do not have to travel for clinical experiences to other sites. The program has affiliating agreements with hospitals and nursing homes at all three sites.
- Clinical learning experiences are scheduled to correlate with didactic content.
- Criteria for selecting clinical agencies are well-defined.
- The clinical evaluation tools are based upon course content, the DEC's and measure progression of

- the student throughout the program. Student expectations are detailed and clear.
- During clinical site tours, it was evident that agencies are totally supportive of the program and the students.

Facilities, Resources, and Services:

- A full array of student services are offered on the Uvalde campus as well as the Del Rio and Eagle Pass sites.
- A large library and ample computer resources are available at all sites. There are computers in the library and in the classrooms as well.
- There is ample, open parking available adjacent to the program building.
- The facilities housing the VN program are spacious and equipped with numerous classrooms and two (2) well-equipped skills/simulation labs. Audiovisual equipment is available in every classroom.
- The Program Director and full-time Faculty are provided with fully furnished private offices on the main campus and Eagle Pass. Faculty share offices in the Del Rio facilities
- The program has full-time clerical and secretarial support.
- The Director and Faculty agreed that resources are adequate to meet all teaching needs.
- The facilities include restrooms as well as faculty and student lounges and lockers, and break areas.
- The VN program classrooms are adequate and include a computer for each student.
- There are adequate mannequins and simulation models for the number of students.
- Plans are in place for new facilities at the Del Rio site by 2014. Faculty at this site will have private offices when this is complete.

Records and Reports:

- The program has a Total Program Evaluation (TPE) Plan that is used for decision making. The previous year completed TPE was in compliance with Board requirements.
- Meeting minutes indicate when some decisions are made and are prepared in a legible format.
- Student and faculty files contain all documents required by Rule 214.
- Clinical Affiliation agreements are up to date and easily accessible.
- Storage of files meets the requirement of Rule 214.

DRAFT LETTER

July 22, 2013

Amanda Hadley, MSN, RN, Director
Vocational Nursing Education Program
Southwest Texas Junior College
2401 Garner Field Road
Uvalde, TX 77801-6297

Dear Ms. Hadley,

At the July 18-19, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine six-year survey visit to the Southwest Texas Junior College in Uvalde, Texas, Vocational Nursing Education Program. It was the decision of the Board to accept the report of the survey visit and issue the following three recommendations:

Recommendation #1:

The college administration should evaluate the VN program distance learning equipment for useful life and upgrade as appropriate.

Recommendation #2:

The college administration and VN program director should evaluate the need for skills/simulation lab coordinator to utilize at all three (3) program sites.

Recommendation #3:

The college administration in conjunction with the VN program director and faculty should develop a recruitment plan for VN students.

Recommendations are suggestions based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing. Please provide a response to the recommendations to Board Staff no later than October 1, 2013.

If you have any questions or if we may be of assistance, please contact board staff at (512) 305-6814.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President of the Board

Janice I. Hooper, PhD, RN, FRE
Nursing Consultant for Education

Copy: Division Chair, Health and Human Services