

**Report of a Board Authorized Survey Visit  
Teamwork Services  
Vocational Nursing Education Program**

**Summary of Request**

Consider the report of the July 23, 2013 survey visit to Teamwork Services Vocational Nursing (VN) Education Program in Grand Prairie, Texas authorized by the Board of Nursing (BON) at the April 2013 meeting. The survey visit was conducted by Gayle Varnell, PhD, APRN, CPNP-PC, Contract Program Evaluator (see attachment #1).

**Historical Perspective:**

- The VN Education Program at Teamwork Services in Grand Prairie, Texas, received initial approval at the April 2011 Board meeting allowing an annual admission of twenty-four (24) students in 2011.
- In July 2011, the program admitted twenty-four (24) students. Twenty-one (21) students completed the program September 29, 2012.
- Of the twenty-one (21) initial program completers, six (6) took the NCLEX-PN® during the 2012 examination year (January 1, 2012 to December 31, 2012). All six (6) passed, yielding a 100% pass rate for examination year 2012.
- Based upon the 2012 NCLEX-PN® examination pass rate of 100%, a review of the 2012 Nursing Education Program Information Survey (NEPIS), and compliance with the April 2011 Board ordered requirements, the Board changed the program's approval status from initial to full at the April 2013 meeting and authorized a survey visit to the program.
- Paulette Potter, BSN, RN has served as the VN Program director since 2011 and meets all qualifications set forth by Board Rule 214.6.
- The NCLEX-PN® examination pass rates for the past two (2) years are:

<b>Exam Year</b>	<b>NCLEX-PN® Exam Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>	<b>BON Approval Status</b>
2013	Preliminary 13.33%	2/15	Full
2012	100%	6/6	Full

**Synopsis of Survey Visit:**

- Board Representative identified some program strengths.
- Findings from the survey visit revealed areas of the program not in compliance with Board Rule 214.

**Pros and Cons from Survey Visit:**

Pros:

- The director and faculty report that the VN program receives strong support from administration.
- The faculty are cohesive and supportive of each other and teach to their areas of expertise.
- The VN Program director and faculty attend the Texas Association of Vocational Nurse Educators (TAVNE) annual conference annually.

- The program meets a need in the community for a vocational nursing education program and receives support from clinical affiliates.
- The program has clinical affiliating agency contracts are adequate for students to meet all program clinical objectives.
- All clinical learning experiences occur in faculty supervised, direct-patient care, hands-on, clinical settings. The program utilizes simulation to prepare students for hands-on patient care and for remediation purposes.
- Program policies and procedures manuals and By Laws are in the process of being revised.
- ATI resources for students and program completers have been implemented.

Cons:

- The 2013 NCLEX-PN® examination pass rate is trending significantly lower than 2012 with 2/15 students passing the examination. The next cohort of students completes December 2013 and will most likely not test in the 2013 examination year.
- Program admitted students two (2) times in 2013 and accepted transfer students.
- Students who fail one course in a level may be given the option to take an “accelerated class” while they attend the next level courses on a conditional basis pending successful completion of the accelerated course.
- The program learning outcomes, course syllabi objectives, and clinical evaluation tools do not reflect the *Differentiated Essential Competencies (DECs) (2010)* objectives.
- No Total Program Evaluation Plan minutes were available for 2011-2012 or 2012-2013.
- Minutes of meetings are not consistently recorded.

**Rationale for Staff Recommendations:**

Three (3) main areas of noncompliance relate to: 1) the program’s lack of incorporating the DEC’s into the curriculum as required in Rule 214.5; 2) the program’s lack of implementing the Total Program Evaluation Plan (TPE) and documenting faculty decisions based upon TPE data in faculty minutes and 3) student admissions outside of the Board approved parameter. The program’s admission, transfer, and readmission policies may place the program at risk due to lack of rigor of selection criteria as well as allowing students who have failed courses to progress in the program while taking an additional “accelerated “ course which may not provide effective remediation.

**Staff Recommendation:**

Move to accept the report findings of the follow-up survey visit to Teamwork Services Vocational Nursing Education Program in Grand Prairie, Texas and issue the requirements and recommendations in the Board Order (See Attachment #2).

**Summary of Survey Visit  
Teamwork Services  
Vocational Nursing Education Program**

**Purpose of Survey Visit:** At the April 2013 meeting, the Board of Nursing members changed the approval status from initial to full, and authorized a survey visit to the program during fall 2013. Due to a low, preliminary pass rate, a visit was conducted in July 2013.

**Date of Visit:** July 23, 2013

**Contract Program Evaluator Conducting Visit:** Gayle Varnell, PhD, APRN, Contracted Program Evaluator

**Contract Program Evaluator met with:**

- Paulette Potter, BSN, RN, Director Vocational Nursing Education Program
- Ola Ropo-Tusin, School Director
- Laide Akinfolarin, School Manager
- Fadeke (Lola) Amao, MSN, RN, Clinical Coordinator and Instructor of Medical Surgical Nursing, Skills, and Clinical sites
- Bunmi Wuraola, LVN, Instructor of Fundamentals, Nursing Skills and Clinical sites
- Omoye Akhimien, ADN, RN, Instructor of Pharmacology
- Omolola Fagboyegun, ADN, RN, Instructor of Geriatric Nursing, Nursing Skills and clinical sites
- Eighteen (18) Level II students

**Contract Program Evaluator conducted the following activities:**

- held initial conference with director and administration;
- met with faculty members;
- interviewed students;
- observed classroom teaching;
- toured Teamwork Services campus and facilities.
- reviewed records and documents including: student and faculty files, minutes of faculty meetings, student and faculty handbooks, syllabi, clinical evaluation tools, and the Total Program Evaluation (TPE) Plan; and
- conducted exit interview with director and administration.

**Summary of Findings:**

Findings Related to Administration:

- The VN program at Teamwork Services is one of ten (10) programs offered by Teamwork Services. Other programs include Medication Aide, Nursing Assistant, Phlebotomy, Pharmacy Tech, CPR, Nurse Aide Refresher, RN-NCLEX-RN Review, Medical Assistant, and Patient Care Technician.
- The administration expressed strong support for the VN program.
- Ms. Paulette Potter, BSN, RN, assumed her duties as program director in 2011, and continues to serve in that role. Ms. Potter meets Board qualifications for the VN program director position.
- The director has the authority to direct the VN program in all its phases.

Findings Related to Faculty:

- The VN instruction is carried out by a cadre of seven (7) experienced and qualified faculty. Two (2) faculty members are full-time and five (5) faculty members are part-time.
- The program director carries a weekly teaching load of three (3) hours.
- The director and some faculty attended the 2012 annual Texas Association of Vocational Nurse Educators (TAVNE) conference.
- Faculty report being actively engaged in curriculum planning, implementation, and evaluation.

- Faculty policies and procedure manuals and bylaws are in the process of being revised.
- Faculty communicate frequently and meet regularly. Not all minutes of faculty meetings were available.

#### Findings Related to Students:

- The VN program admits two (2) times a year with a maximum of twenty-four (24) students per admission for a total maximum of forty-eight (48) students per year.
- Currently there are thirty-one (31) students enrolled in the VN program: nineteen (19) Level I students and twelve (12) Level III students.
- Students stated that they enrolled in the Teamwork Services VN program because of location and faculty support. Several students stated that they had previously completed other Teamwork Services programs and felt comfortable with the facility and staff.
- Several students reported they plan to seek further education to become registered nurses.
- The VN program director reported that the majority of graduates remain in the community and are able to find employment in local hospitals and clinical agencies.
- Students stated they received verbal and written information regarding conditions that may disqualify a graduate from licensure.
- Student files contained signed receipts of eligibility notification and student policies.
- Students must pass the Test of Essential Academic Skills (TEAS) basic aptitude test and the Wonderlic SLE for program admission.
- Student policies are written, in place, and enforced by faculty.
- No policies facilitating mobility/articulation were available.
- Several transfer students were accepted this past year. Policies are written in the student handbook.
- Student evaluations of faculty and courses were available.

#### Findings Related to Program of Study:

- The VN program is a fourteen (14) month, fifty-one (51) credit hour program of study, based on sequential learning.
- The program of study has a total of 1485 contact hours: 585 didactic hours and 900 clinical contact hours with 690 hours in patient care clinical situations and 210 hours in skills lab.
- The curriculum is designed to ensure students are competent in skills prior to entering the clinical setting.
- The curriculum includes intravenous (IV) therapy instruction and skill practice.
- The *Differentiated Essential Competencies (DECs) (2010)* are not incorporated into program outcomes, student handbook, course objectives or clinical evaluation tools.
- Admission policies lack sufficient rigor to ensure that qualified applicants are admitted into the program.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- Students who fail courses may be given the opportunity to take an accelerated course so that they can continue with their original cohort.
- Tutorial services are offered to students who need assistance.

#### Findings Related to Clinical Learning Experiences:

- The program has active clinical contracts with affiliating agencies which provide a variety of appropriate clinical experiences for the curriculum.
- Criteria for selection of clinical facilities are included in the faculty handbook.
- All clinical learning experiences occur in faculty-supervised, direct-patient care, hands-on clinical settings.
- Clinical evaluation tools do not reflect the *Differentiated Essential Competencies, 2010 (DECs)*. They are individually based upon the course content and measure progression of student behaviors across the curriculum.
- Formative and summative evaluations are evident.
- Board faculty-to-student ratios are maintained.
- All clinical experiences are directly supervised by faculty. Preceptors are not used for clinical learning experiences.

#### Findings Related to Facilities, Resources, and Services:

- The building housing the VN program is modestly equipped and offers a positive learning environment.
- The skills lab is equipped with hot and cold running water. Adequate storage is available.
- The VN program classrooms and nursing skills laboratories are adequately equipped.
- The director/coordinator has a private office.
- Full-time faculty share an office.
- Clerical staff is adequate and located in the front office close to the director's office.
- Locked files containing sensitive program materials are located in the director's or administrator's offices.
- The facilities include sufficient restrooms as well as a break area.
- The library is equipped with computers, current textbooks, and online access to resources. The library is available during school hours.
- The director stated that the addition of 1500 square feet of office space will allow the program to update their skills lab and provide more office space to meet the educational objectives.

#### Findings Related to Records and Reports:

- All required records and documents are maintained for two (2) years and then taken to storage.
- Student and faculty files contain all required documents.

#### Findings Related to Total Program Evaluation:

- A Total Program Evaluation (TPE) plan exists. There is no evidence of periodic evaluation, review of evaluation methods and instruments, or implementation of the TPE.

DRAFT LETTER

October 18, 2013

Lola Amao, MSN, RN, Director  
Vocational Nursing Education Program  
Teamwork Services  
307 East Pioneer Pkwy  
Grand Prairie, Texas 75051

Dear Ms. Amao:

At the October 17-18, 2013 meeting, the members of the Texas Board of Nursing discussed the report of the July 23, 2013 survey visit to the Teamwork Services Vocational Nursing Education Program in Grand Prairie, Texas. The Board members wish to thank you and **XXXX** for being present to answer questions.

Based upon the discussion and review of the survey visit report, it was the decision of the Board to accept the findings of the survey visit and to issue the requirements and recommendations in the attached Board Order.

Requirements are mandatory criteria based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

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.

If you have questions or if Board Staff can assist in any way, please do not hesitate to contact the program nursing consultant for education, Sandi Emerson, MSN, RN, at sandi.emerson@bon.texas.gov or 512-463-4631.

Sincerely,

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

Sandi Emerson, MSN, RN  
Nursing Consultant for Education

copy: Ola Ropo-Tusin, School Director, Teamwork Services  
Texas Workforce Commission

## BEFORE THE TEXAS BOARD OF NURSING

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### In the Matter of:

Teamwork Services

Vocational Nursing Education Program in Grand Prairie, Texas

### ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on October 17, 2013, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the report of the survey visit to Teamwork Services Vocational Nursing Education in Grand Prairie, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code, Chapter 214.

Board members in attendance were: Kathy Shipp, MSN, RN, FNP; Nina Almasy, MSN, RN; Deborah Hughes Bell, CLU, ChFC; Patricia Clapp, BA; Tamara Cowen, MN, RN; Sheri Denise Crosby, JD, SPHR; Marilyn J. Davis, RN, BSN, MPA; Shelby Ellzey, BBA; Kathy Leader-Horn, LVN; Mary LeBeck, MSN, RN; Josefina Lujan, PhD, RN; and Beverly Jean Nutall, LVN.

After review and due consideration of the findings from the survey visit, as well as the presentation by representatives from Teamwork Services in Grand Prairie, Texas, and comments from other interested parties, if any, the Board hereby accepts the survey visit report and imposes the following conditions/requirements:

#### Requirements:

1. The faculty shall review and revise all curriculum documents to ensure that the *Differentiated Essential Competencies, 2010* (DECs) are incorporated throughout. Revised curriculum documents shall be submitted to Board Staff no later than March 15, 2014.
2. The faculty shall review the Total Program Evaluation Plan (TPE) to ensure that it meets all requirements in Rule 214.13, and shall plan the ongoing implementation of the TPE for all aspects of the program. The faculty shall submit examples of faculty minutes demonstrating that the TPE is used and that faculty decisions are based upon evaluation data to Board Staff no later than March 15, 2014.

3. The program shall admit one (1) annual cohort of twenty-four (24) students in accordance with the Board's decision of program approval at the April 28, 2011 Board meeting. The program shall submit a roster of admitted students to Board Staff no later than January 31, 2014.

Recommendations:

1. The faculty and director are encouraged to review the student admission, progression, transfer, and remediation policies to ensure that they promote the success of students in the program. Revised admission, progression, readmission, transfer, and remediation policies should be provided to Board Staff no later than March 15, 2014.

Failure to comply with these requirements may result in further consideration of the program's approval status, including the imposition of additional restrictions, conditions, monitoring, or other negative changes in the program's status up to withdrawal of approval.

Entered this 17<sup>th</sup> day of October, 2013

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