

**Report of a Survey Visit
 Temple College in Taylor, Texas
 Vocational Nursing Education Program**

Summary of Request:

Consider the report of the March 11-12, 2013 routine survey visit to the Temple College in Taylor, Texas Vocational Nursing Education Program (See Attachment #1).

Historical Perspective:

- Temple College in Temple was established as a comprehensive community college in 1926. The college has established five (5) off-campus locations in Williamson and Milam Counties.
- The college is accredited by the Southern Association of Colleges and Schools (SACS), and underwent SACS reaccreditation in 2012.
- Temple College has operated a vocational nursing (VN) education program in Temple since 1973, and established a VN program at the Taylor Center campus in 2005. The Taylor Center is located approximately thirty-eight (38) miles from the main campus.
- In addition to the VN programs, the college has operated an associate degree nursing (ADN) program in Temple since 1992.
- Gregory Bond, MSN, RN was appointed Director of the Temple College VN programs in 2006.
- Charles Lee, RN serves as lead instructor in the Taylor program. Mr. Lee has been faculty in the VN program since the program began in 2005.
- The program has a history of success on the licensure examination.
- The NCLEX-PN® pass rates for the past five (5) years are presented in the following table:

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	100%	21/21	Full
2011	95.65%	22/23	Full
2010	95.65%	22/23	Full
2009	100%	22/22	Full
2008	100%	20/20	Full

- A routine six (6) year survey visit to the Temple College in Taylor VN program was conducted on March 11-12, 2013 by Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator (see Attachment #1).

Summary of Survey Visit:

- Findings from the survey visit indicate that the program is fully in compliance with Board Rule 214.

Pros:

- The program's 2012 NCLEX-PN® pass rate is 100%.
- The program has a history of success on the licensure examination.
- The program has strong administrative and community support.
- The program has exemplary clinical experiences for the curriculum, including Scott and White Memorial Hospital and the Central Texas Veterans' Administration Hospital.
- Administration and faculty expressed confidence in VN Director's and Lead Instructor's leadership and credited them for the stability and success of the VN program.
- VN faculty members are seasoned, well-credentialed, offer a rich diversity in their experiential backgrounds, and appear to function well as a team.

- Faculty are pro-active in pursuing outside professional development opportunities to assist them develop in the educator role, as well as expose students to professional development and professional organizations.
- Students unanimously expressed satisfaction with the program.
- The VN program fulfills a need in local communities and graduates are able to obtain employment in area hospitals and clinics.
- Academic level biology courses in the VN curriculum provide students with a strong foundation in the sciences, enhance program rigor, and facilitate articulation into a professional nursing education program.

Cons:

- None noted.

Staff Recommendations:

Move to accept the report of the routine six (6) year survey visit to Temple College in Taylor, Texas Vocational Nursing Education Program (See draft letter in Attachment #2).

**Summary of Survey Visit and Findings
Temple College in Taylor, Texas
Vocational Nursing Education Program**

Purpose of Survey Visit: Routine six (6) year survey visit

Date of Visit: March 11-12, 2013

Board Representative Conducting Visit: Robin Caldwell, PhD, RN, CLNC, Contract Program Evaluator

Board Representative met with:

- Glenda Barron, PhD, President, Temple College
- Lee Ogburn-Russell, PhD, RN, Associate Vice-President Health Professions, Temple College
- Gregory Bond, MSN, RN, Vocational Nursing (VN) Program Director
- Charles Lee, RN, Lead Instructor
- Sarai Czap, MSN, RN, VN Faculty
- James Pinkerton, MSN, RN, VN Faculty
- Twenty-six (26) VN Students

Board Representative conducted the following activities:

- reviewed curriculum materials including all syllabi;
- reviewed faculty and student handbooks;
- reviewed clinical evaluation tools;
- reviewed student assignments and tests;
- reviewed clinical affiliation agreements;
- reviewed records and files;
- reviewed Total Program Evaluation (TPE) plan and minutes;
- toured facilities; and
- conducted an exit interview.

Summary of Findings:

Findings Related to Administration:

- The organizational chart demonstrates lines of communication, responsibility, and authority within the nursing program and with college administration.
- Good communication was evident between the program director and college administration.
- Administration reported that nursing is the college's largest program, and further stated that graduates are respected in the community and are able to obtain employment in the local area without difficulty.
- Gregory Bond, MSN, RN has been the Director of the Temple College in Temple and Taylor VN programs since 2006.
- Mr. Bond reported that he is comfortable fulfilling his administrative duties and role responsibilities due to strong support from college administration, a stable and cohesive faculty, and an excellent lead instructor in the Taylor VN program.
- Charles Lee, RN serves as lead instructor and has been faculty in the VN program since the program began in 2005.

Findings Related to Program of Study:

- The twelve (12) month VN program is designed to be completed in three (3) semesters.
- Nursing Education Program Information Summary (NEPIS) data indicate a total of 1616 contact hours in the program of study: 720 didactic; 20 computer lab; 20 skills lab; 75 simulation lab; and 781 patient care clinical hours.
- The program of study is well organized and includes all Board of Nursing (BON) required content.
- The teaching model is based upon face-to-face instruction.

- The *Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the curriculum.
- Academic level biology courses enhance rigor of the VN curriculum, provide students with a strong foundation in the sciences, and facilitate transferability into a professional nursing educational program.
- The curriculum is designed to ensure that students are competent in skills prior to entering the clinical setting.
- Intravenous (IV) therapy is taught in the last semester.
- Standardized testing is used for admission, progression, remediation, and graduation purposes.
- The program provides a live NCLEX-PN® review for students upon graduation.

Findings Related to Faculty:

- The VN instruction is carried out by three (3) seasoned and well-credentialed RN faculty (including the lead instructor).
- Faculty meet BON qualifications and offer a rich diversity in their educational and experiential backgrounds.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- There were no vacant faculty positions at the time of the survey visit, and the program director reported low faculty turnover rates due to competitive wages and a positive work environment.
- Current faculty have been employed for a time period ranging from four (4) to eight (8) years.
- Orientation of new faculty takes place upon employment, and includes assigned mentoring and observation of classroom and clinical instruction.
- All faculty members were available for interview.
- Faculty presented as an energetic, cohesive group committed to the students and stated they follow policies to ensure consistency.
- Faculty voiced appreciation for the support they receive from one another and the program director.
- Faculty indicated that professional development opportunities provided by the college is adequate.
- Faculty are pro-active in pursuing outside professional development activities to assist them develop in the educator role. Additionally, faculty demonstrate a commitment to exposing students to professional development and professional associations by providing opportunities to attend the Licensed Vocational Nurses Association of Texas (LVNAT) meetings on a regular basis.
- Faculty commented their teaching assignments are heavy and do not allow sufficient time for grading papers, preparing lesson plans, and maintaining office hours.
- Faculty meet regularly and communicate frequently (either face-to-face, via email, or conference call).
- Minutes of meetings are maintained and BON required faculty policies are in place.

Findings Related to Students:

- The program admits one (1) cohort of students in June each year.
- According to the director, twenty-six (26) students were admitted in June 2012 from an applicant pool of eighty (80) qualified candidates.
- The director reported that twenty-six (26) students are currently enrolled in the program and are scheduled to graduate in May 2013.
- The director stated that attrition rates in the VN program are historically low, usually no more than 10%.
- Twenty-six (26) VN students were available for interview.
- Students reported they enrolled in the VN program because of location, reputation, and NCLEX-PN® pass rates.
- Students unanimously expressed satisfaction with the nursing program and cited the VN faculty and clinical learning experiences as being the highlights of the program.
- Students praised the commitment, caring, and availability of the faculty, and expressed confidence that the program is preparing them well for clinical practice.
- Students agreed they have input into the program, and the faculty and director are responsive to their feedback.

- Students agreed they received declaratory order and eligibility information upon enrolling in the program.
- The majority of students interviewed stated they plan to enroll in the Temple College ADN program.
- Board Representative reviewed the student handbook and found all BON required policies are included.

Findings Related to Clinical Learning Experiences:

- The program has active clinical affiliation agreements which provide exemplary clinical experiences for the curriculum. The program has maintained longstanding partnerships with Scott and White Memorial Hospital and the Central Texas Veterans' Administration Hospital System.
- The director and faculty reported recent difficulty obtaining pediatric clinical learning experiences which they attributed to an increasing number of nursing education programs competing for clinical sites.
- Clinical experiences are scheduled to match related didactic content in the classroom.
- The program has a modernly equipped simulation lab, and utilizes high-fidelity simulation to prepare students for clinical practice and for remediation purposes. Faculty receives training in the use of high-fidelity simulation, and students are oriented to the simulated learning environment.
- The director stated that a goal for the future is to increase opportunities for Taylor VN students to participate in multi-disciplinary simulated experiences at the Temple College Clinical Simulation Center located on the main campus.
- Faculty provides responsible supervision for all clinical experiences. BON required ratios are maintained. The program does not use preceptors.
- Clinical evaluation tools indicate progression of expectations across the program and are used for formative and summative evaluations.

Findings Related to Facilities and Resources:

- A full array of student services is offered at the Taylor Center Campus, and a section has been reserved for the VN program at the nearby Taylor Public Library. Additionally, students have twenty-four (24) hour access to online library holdings from campus or home.
- Ample computer resources are located at the Taylor Center, and IT support is available to faculty and students.
- The 15,000 square foot facility housing the nursing program offers a comfortable, positive learning environment, and includes a modernly equipped classroom; skills/simulation lab; private, fully-furnished faculty offices; student and faculty break areas; and restrooms.
- The director visits the program regularly but does not maintain an office at the Taylor Center.
- Locked program files are located in the nursing office.
- The nursing program has dedicated part-time secretarial support. Mr. Lee indicated that clerical support is adequate.

Records and Reports:

- The program has an adequate Total Program Evaluation (TPE) plan and it is used for decision making.
- Minutes from faculty meetings indicate when decisions are made.
- Faculty and student files reviewed contained all BON required documents.

DRAFT LETTER

January 27, 2014

Gregory Bond, MSN, RN, Director
Vocational Nursing Education Program
Temple College
2600 South First Street
Temple, TX 79504

Dear Mr. Bond:

At the January 23-24, 2014 Board meeting, the members of the Texas Board of Nursing considered a report of the March 11-12, 2013 routine survey visit to the Temple College in Taylor, Texas Vocational Nursing Education Program. It was the decision of the Board to accept the report of the survey visit and continue full approval of the Temple College in Taylor Vocational Nursing Education Program.

If you have any questions or we can be of assistance, please contact Board Staff at 512-621-5179.

Sincerely,

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

Gayle P. Varnell, PhD, APRN, CPNP-PC
Nursing Consultant for Education

Copy: Glenda Barron, PhD, Temple College President
Lee Ogburn-Russell, PhD, RN, Temple College Associate Vice-President Health Professions