

Report on Implementation of the Knowledge, Skills, Training, Assessment and Research (KSTAR) Pilot

Summary of Request:

This agenda item is for informational purposes only and is intended to update Board members regarding the implementation of the KSTAR Pilot Program.

Historical Perspective:

In October 2013, the Board approved a two-year pilot program with Texas A&M Health Science Center Rural and Community Health Institute (RCHI) and the College of Nursing (CON) to offer the KSTAR program for nurses with practice violations that result in a disciplinary sanction of a warning and below. Knowledge, Skills, Training, Assessment and Research (KSTAR) is a comprehensive program that utilizes an individualized assessment of the nurse with practice breakdowns, to design a personalized remedial education plan aimed at correcting any knowledge deficits that may exist. Monitoring and follow-up are built into the program.

In April 2015, Board Staff informed the Board of pilot leadership turnover at the Texas A&M Health Science Center RCHI and the CON that prompted a delay in program progress and concerns regarding the future of the pilot. Staff from RCHI presented a commitment to continuing the program and conducting research to evaluate the effectiveness of KSTAR Nursing with BON and CON faculty the April 2015 Board meeting. The Board approved continuation of the KSTAR Pilot Program and directed Board staff to continue to offer KSTAR as an alternative method of discipline to a maximum of four additional nurses per month who meet inclusion criteria.

At the July 2015 quarterly Board meeting, Board Staff provided the Board with updates to the pilot leadership team including the addition of Debra Matthews, PhD, RN, Associate Dean for Academic Affairs at the Texas A&M Health Science Center CON and Dr. Susan Moreland, MSN, PhD, RN, HACP, KSTAR Nursing Program Manager and plans to reapply for approval to the Texas A&M Health Science Center Institutional Review Board to conduct the research aspect of the pilot.

Current Perspective:

Since the July 2015 Board meeting, RCHI Staff shared with Board Staff that a contract has been established to secure CON faculty participation in the KSTAR Nursing assessments including simulation, individualized teaching plans, evaluations and biweekly teleconferences with Board Staff to discuss participant progress and any program issues. Board Staff continue to meet biweekly via teleconference with the RCHI KSTAR team and now, CON faculty to discuss implementation of the pilot. These teleconferences provide for team discussion of pending

Board referrals, nurse participant progress including review of assessment reports, individual education plans and final assessment reports.

As of October 6, 2015 a total of 25 nurse participants have enrolled in the KSTAR Nursing pilot program. Sixteen of the 25 nurse participants have completed the two-day individualized assessment and training component. Seven of the 25 nurse participants have successfully completed the remediation program. Four of the 25 nurse participants have been referred back to the Board.

The KSTAR Nursing pilot research team also continues to meet by teleconference biweekly and is in the final stage of completing the application for approval to be submitted to the Texas A&M Health Science Center Institutional Review Board (IRB). Pending IRB approval, the date requested to begin collecting data for the research arm of the pilot is November 1, 2015.

Pros and Cons: None noted.

Staff Recommendation: No action is necessary. This item is for informational purposes only.