

**Consideration of Change in Approval Status
from Full to Full with Warning
Kilgore College in Kilgore, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for Kilgore College Associate Degree Nursing (ADN) Education Program in Kilgore, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study Report, and compliance with Rule 215.

Historical Perspective:

- Kilgore College ADN program has been in operation since 1969.
- Dayna Davidson, MSN, RN has served as the ADN program director since 2006 and meets all qualifications set forth by Board Rule 215.6, Administration and Organization.
- Kilgore College holds accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) with the most recent reaffirmation of accreditation status awarded in 2009. The next reaffirmation is scheduled for 2019.
- The Kilgore ADN program is accredited by the Accreditation Commission for Education in Nursing (ACEN). The most recent program evaluation visit occurred in Fall 2014.
- The NCLEX-RN® examination pass rates for the past five (5) years are included in the table below:

| NCLEX Examination Year | BON Approval Status | NCLEX-RN® Examination Pass Rate | Number of First Time Candidates (Passed/Total) |
|-------------------------------|----------------------------|--|---|
| 2014 | Full | 67.52% | 79/117 |
| 2013 | Full | 77.19% | 88/114 |
| 2012 | Full | 86.07% | 105/122 |
| 2011 | Full | 83.64% | 92/110 |
| 2010 | Full | 87.50% | 112/128 |

- Due to the 2013 NCLEX-RN® examination pass rate of 77.19%, Board Staff sent a letter to the Kilgore College ADN program director in February 2014 citing a deadline for the submission of a Self-Study Report (SSR) as stipulated by Rule 215.4(c) which requires that “When the passing score of first-time NCLEX-RN® candidates is less than 80% on the examination during the examination year, the nursing program shall submit a Self-Study Report that evaluates factors that may have contributed to the graduates’ performance on the NCLEX-RN® examination and a description of the corrective measures to be implemented”.
- The program director and faculty timely submitted a SSR that identified factors contributing to graduates’ performance and a description of corrective measures to be implemented.

- The faculty identified factors in the 2014 SSR that may have contributed to the decline in the NCLEX-RN® examination pass rate and led to the program's development and implementation of corrective measures as follows:
 - The program HESI Exit Exam policy was reviewed and changes made requiring students to repeat the capstone course if the requisite score was not achieved.
 - Transfer and readmission student policies were reviewed and revised.
 - Remediation and tutorial policies were found to lack structure and revised to include required remediation.
 - Grade point average admission criteria increased to 3.0 and changes were made to TEAS/HESI required reading scores.
 - Large adjunct/part-time faculty turnover led to a reduction of the number of students admitted to match faculty resources.
- After review of the SSR received in 2014, Board Staff acknowledged the findings and plan for implementation of corrective measures (See Attachment #1).
- Board Staff conducted a conference call with the program director and Dean Wiley on December 3, 2014 to discuss the process of changing the program's approval status from Full Approval to Full Approval with Warning at the quarterly Board Meeting in January 2015. The conference call enabled Board Staff and program representatives to discuss the process and implications of the warning status.
- Kilgore College ADN Education Program provided a response letter to be included with the Board report (See Attachment #2).

Rationale for Recommendations:

Rule 215.4(c)(3)(A) states: "A warning may be issued to a program when the pass rate of first-time NCLEX-RN® candidates Is less than 80% for two (2) consecutive examination years..."

The Education Guideline for Writing a Self-Study Report requires that "The effects of the corrective measures should be evaluated as part of the Total Program Evaluation Plan".

Staff Recommendations:

Move to change the approval status for Kilgore College Associate Degree Nursing Education Program in Kilgore, Texas, from Full Approval to Full Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study Report, and compliance with Rule 215 and impose the conditions and requirements in the attached Board Order (See Attachment #3).

Draft Letter

January 22, 2015

Dayna Davidson, MSN, RN
Program Director, Associate Degree Nursing Education Program
Kilgore College
1100 Broadway
Kilgore, TX 75662

Dear Ms. Davidson:

At the January 22-23, 2015 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Kilgore College Associate Degree Nursing Education Program in Kilgore, Texas, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Kilgore College Associate Degree Nursing Education Program in Kilgore, Texas from Full Approval to Full Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may be of any assistance, please contact Board Staff at sandi.emerson@bon.texas.gov or 512-463-4631.

Sincerely,

Katherine A. Thomas, MN, RN, FAAN
Executive Director

Copy: Dr. Bill Holda, President
Accreditation Commission for Education in Nursing



Texas Board of Nursing

333 Guadalupe Street, Ste. 3-460, Austin, Texas 78701
 Phone: (512) 305-7400 Fax: (512) 305-7401 www.bon.texas.gov

Katherine A. Thomas, MN, RN, FAAN
Executive Director

May 7, 2014

Dayna M. Davidson, MSN, RN
 Director, Associate Degree Nursing Program
 Kilgore College
 1100 Broadway Street
 Kilgore, TX 75662

Dear Ms. Davidson and Nursing Faculty,

This letter acknowledges receipt of the Kilgore College Associate Degree Nursing Program 2014 Self-Study Report (SSR) and provides a response to the information in the report. As the Education Consultant for the program, I wish to express my appreciation to the faculty and director for the diligence and thoroughness in preparing the report. These activities are evident in this comprehensive report.

The SSR identified several program strengths including:

- The presence of a Remediation Course, Tutorial Faculty, and Standardized Testing Policies;
- Method for tracking student documentation of admission criteria with ability to provide characteristics of successful and unsuccessful students;
- Faculty orientation for part-time faculty which includes the practice of placing new faculty with an experienced mentor;
- Team meetings prior to and at the conclusion of each semester which provide valuable information on grading criteria, clinical sites, and learning outcomes,
- A well - developed curriculum, and;
- A creative, dedicated faculty cadre committed to the education of safe practitioners.

The SSR identified the following areas which may have contributed to the decline in the NCLEX-RN® pass rate:

- Low HESI Exit Exam scores which were demonstrated to be inconsistent with success on the NCLEX-RN® examination;
- Readmission policies which did not promote student success; and,
- A turnover in part-time staff which led to inconsistent student clinical experiences and a loss of inter-rater reliability for grading.

Based upon findings from the 2014 SSR, the following table cites program-identified factors that may have contributed to the 2013 NCLEX-RN® examination pass rate and provides a timetable of corrective measures planned or already implemented to assist the program toward future success:

Members of the Board

Kathleen Shipp, MSN, RN, FNP
 Lubbock, *President*

| | | | | | |
|----------------------------------|-----------------------------------|------------------------------------|--|------------------------------------|---|
| Nina Almasy, MSN, RN Austin | Deborah Bell, CLU, ChFC Ablene | Patricia Clapp, BA Dallas | Tamara Cowen, MSN, RN Harlingen | Sheri Crosby, JD, SPHR Dallas | Marilyn Davis, MPA, BSN, RN Sugar Land |
| Shelby Ellzey, BBA Midlothian | Monica Hamby, LVN Amarillo | Kathy Leader-Horn, LVN Granbury | Mary M. LeBeck, MSN, RN Weatherford | Josefina Lujan, PhD, RN El Paso | Beverly Jean Nutall, LVN Bryan |

| Identified Factors that May have Contributed to NCLEX-RN® Examination Pass Rate | Corrective Measure/s | Timetable |
|---|---|----------------------------|
| HESI Exit Exam policies demonstrated to be inconsistent with successful achievement of a passing NCLEX-RN® examination score | Exam policies reviewed by Admission and Progression Committee with changes made to HESI exit exam Standardized Testing Policy. Students not achieving the requisite score would repeat the capstone course. | Spring 2013 |
| Demonstrated evidence that transfer students and readmission students at higher risk for success on the NCLEX-RN® than generic students | Transfer and readmission policies revised as presented by Admission/Progression/Readmission Committee | August 2011; February 2013 |
| Student participation in remediation and tutorials found to need more structure | Curriculum committee changed existing policy to require remediation , completing RNSG 1293, for students who failed a lecture course/HESI; Utilize Weaver Reading Program; require faculty tutorial session for failed exams. | April 2013 |
| Admission criteria inadequate to promote student success in program and on NCLEX-RN® | Admission criteria revised to 3.0 or higher, with science courses no older than seven (7) years; TEAS/HESI scores changed to include adequate reading levels. | November 2012 |
| Large turn-over of part-time faculty led to inconsistent clinical learning experiences and inconsistent grading practices | Increased stability of part-time faculty; Reduce student admission to match faculty resources | Fall 2013 |

The depth of the evaluation and analysis of the program and areas for improvement is evident in the SSR. Program faculty and leadership are commended for the thorough review and the measures taken and in progress to remedy the deficiencies identified. The program strength of caring and competent faculty is reflected in the quality of the SSR. Faculty committee proposals and resulting faculty decisions are clearly outlined in faculty minutes. Outcomes of the corrective measures will be easy to track using the program's systematic plan of evaluation.

No additional information is required at this time. Board staff does request that an electronic copy of the SSR be sent to the program's Consultant for Education. This will then be maintained electronically in the program file.

If I can be of any assistance, please contact me at sandi.emerson@bon.texas.gov or 512-463-4631.

Collegially,

Sandi Emerson, MSN, RN
Nursing Consultant for Education

Copy: Dr. Bill Holda, President



Associate Degree Nursing

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12-16-14

Dear Mrs. Emerson,

As follow up to the conversation via telephone with you, Dr. Virginia Ayers, Dean Louise Wiley and I on December 3, 2014, I would like to discuss the changes the Kilgore College Associate Degree Nursing Program has made previously and will be making in the coming year to impact the our NCLEX-RN Examination scores.

In the spring of 2013, HESI Exit Exam policies were found to be inconsistent with the successful achievement of a passing NCLEX Examination Score. Exam policies were reviewed by the Admission/Progression/Readmission Committee with changes made to the HESI Exit Exam Standardized Testing Policy. Students not achieving the required 800 score would repeat the capstone course. Students making below 900 were required to complete an approved NCLEX-RN Preparation course. This policy is found to not have established enough rigor. In the successive semesters all but a few students have been able to make above 800 on their three attempts at the HESI Exit Exam and have not been successful at the first sitting of the NCLEX-RN at an over 80% rate. The policy will be changed to two attempts at the HESI Exit Exam beginning in the spring of 2015.

In the spring of 2013 the Admission /Progression/Readmission Committee found evidence that the transfer and readmission students were at higher risk for failure of their first sitting for the NCLEX-RN. The Committee changed the existing policy that no transfers would be accepted into the program. Currently there are three transfers remaining in the program. Re-admission students will be evaluated on an individual basis and not admitted to the program based on eligibility. Several transfers and re-admits graduated this fall with more scheduled this spring. This policy will not reach the full impact on our program until the fall of 2015 graduating class.

In the spring of 2013, the Curriculum Committee found that participation in remediation and tutorials needed more structure. The policy now indicates that students entering Remediation for the first time will be required to complete the Weaver Reading Program, based on the SATEN Study findings. Remediation will be provided on a three step program that includes Weaver at the first step, classroom with test taking strategies and content review as the second step and one-on-one session for the third step. Faculty tutorials session will be required after the first failed course exam. It remains difficult to enforce the tutorials sessions for failed course exams. Lack of attendance at tutorial sessions will now be considered for readmission into the program. The Three step Remediation Program is undergoing revision, as well, based on the student evaluation of the process and individual needs.

In the fall of 2012, the Admission/Progression Committee reviewed the admission criteria for the program and found that it was inadequate to promote student success in the program and on the NCLEX-RN. Based on the SATEN Study and other research, the science GPA requirement was utilized as a method of ranking students and no students were excepted with less than a 3.0 in their sciences. The HESI A2 was added as an acceptable entrance test for the program using SATEN suggested scores as the cut off for Reading, English and Math. The Nelson – Denny was also utilized with a required reading level of the 13th grade.

In the fall of 2014, the Admission/Progression/Readmission Committee reviewed the rigor of the Nelson-Denny and found that the Weaver System had more rigor in testing the ability to read and in providing remediation for reading. There is not time in the Nursing Program to assist students with reading issues, this needs to be done prior to entry. Testing with the Weaver System not only has more rigor, it allows the student access to remediation after testing. Beginning in the fall of 2015, the Weaver System will be utilized to evaluate reading at the 13th level.

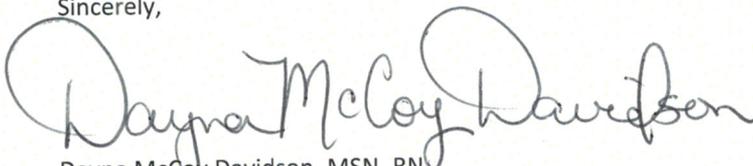
In the spring of 2014, the Admission/Progression/Readmission Committee also decided that faculty members would review the transcripts of each applicant for a more in depth evaluation of their academic history. It was discovered that many students had multiple attempts at their science courses and it was the policy at that time to include only the highest score completed. The committee changed the policy to include all attempts at the science course in the science GPA for admission. The committee also changed the policy to include only science courses completed in the last seven years in the science GPA. The incoming spring 2015 class will be the first class entering under these new policies.

In the fall of 2014, the Admission/Progression/Readmission Committee reviewed the progression policy for each course and voted to institute a policy that students would need to make 800 on the course HESI Exam in order to progress to the next level. The Dean of Health Sciences was supportive of this policy. Review by upper administration was concerned about the policy and the policy change was over turned at the end of the fall 2014 semester. The policy will be reviewed again in the spring of 2015 with probable approved changes of weighing the HESI Course Exam as 30% of the course grade.

In the 2014 Self Study Report it was also noted that there was a large turn-over of part-time faculty that led to inconsistent clinical learning experiences and inconsistent grading practices. The number of students for the fall of 2014 was reduced to 52 from the previous 70. For the spring of 2015, the number has been reduced to 40, in order to require fewer part-time faculty and have more consistent learning experiences and grading practices. Faculty Team Meeting are held for every course at the beginning of the semester to review clinical experience expectations and grading criteria.

I hope that this has covered the content that was reviewed on the teleconference. Please let me know if there is any additional information that we can offer or clarify.

Sincerely,



Dayna McCoy Davidson, MSN, RN
Director, Associate Degree Nursing Program
Kilgore College

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Kilgore College
Associate Degree Nursing Education Program
Kilgore, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 22, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Kilgore College Associate Degree Nursing Education Program in Kilgore, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Representatives from Kilgore College in Kilgore, Texas discussed the change in approval status during a conference call with Board Staff and were offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by Kilgore College in Kilgore, Texas, the Board hereby CHANGES the approval status of Kilgore College Associate Degree Nursing Education Program in Kilgore, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2015.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2014 Self-Study Report is to be submitted by the program to Board Staff no later than June 1, 2015, per Education Guideline 3.2.1.a.

Entered this 22nd day of January, 2015

Katherine A. Thomas, MN, RN, FAAN
Executive Director
On Behalf of the Texas Board of Nursing