

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

Summary of Request:

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

Historical Perspective:

- The Odessa College ADN program has been in operation since 1962.
- Barbara Stone, MSN, RNC-LRN, IBCLC, RLC was appointed Director in May 2014 after serving as Interim Director since August 2013. Ms. Stone has been a full time nursing faculty member at Odessa College since 2000.
- Odessa College is accredited by the Southern Association of Colleges and Schools Commission on Colleges. The ADN program is accredited by the Accreditation Commission for Education in Nursing (ACEN), with the last ACEN visit in October 2013.
- 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	53.95%	41/76
2013	Full	64.38%	47/73
2012	Full	82.35%	56/68
2011	Full	83.33%	50/60
2010	Full	79.07%	68/86

- Due to the 2013 NCLEX-RN® examination pass rate of 64.38%, the program director and faculty were required to submit a Self-Study Report (SSR) in 2014 that would evaluate 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 members identified factors in the SSR that may have contributed to the decline in the pass rate and designed corrective measures to address the following areas:
 - Curriculum aligned with the NCLEX blueprint;
 - Faculty development regarding test construction;
 - Increased rigor in admission criteria;

- Readmission policy revisions;
 - Effective and timely utilization of the Systematic Plan of Evaluation;
 - Strategic implementation of Assessment Technologies Institute (ATI) in each course and effective utilization of all analytical aspects of ATI;
 - Incorporation of simulated learning experiences into all clinical courses; and
 - Addition of a capstone course.
- After review of the SSR, the Education Consultants acknowledged the findings in the SSR and the plan for corrective measures (See Attachment #1).
 - The Education Consultants conducted a conference call with Associate Dean of Nursing and Allied Health Marie Vasquez-Brooks, Executive Dean Dr. Ian Roark, Assessment and Reporting Coordinator Donna Kowacich, and Program Director Barbara Stone on December 5, 2014. The purpose of the call was to discuss the process for changing the program's approval status from Full to Full Approval with Warning at the Board meeting on January 22, 2015. The conference call provided an opportunity for Board Staff and program representatives to discuss the process and implications of the warning status.
 - The Odessa College ADN Program has 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 years..."

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

Staff Recommendation:

Move to change the approval status for the Odessa College Associate Degree Nursing Education Program in Odessa, 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 26, 2015

Barbara Stone, MSN, RNC-LRN, IBCLC, RLC, Director
Associate Degree Nursing Education Program
Odessa College
201 West University Blvd.
Odessa, TX 79764

Dear Ms. Stone:

At the January 22-23, 2015 meeting, members of the Texas Board of Nursing (Board) discussed the approval status of the Odessa College Associate Degree Nursing Education Program in Odessa, 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 Odessa College Associate Degree Nursing Education Program in Odessa, 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 offer assistance, please contact Board Staff at Virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

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

Copy: Associate Dean of Nursing and Allied Health Marie Vasquez-Brooks
Accreditation Commission for Education in Nursing

COPY



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 19, 2014

Barbara Stone, MSN, RN, Interim Director
 Associate Degree Nursing Education Program
 Odessa College
 201 West University Blvd
 Odessa, TX 79764

Dear Ms. Stone and Nursing Faculty:

The purpose of this letter is to acknowledge receipt of the Odessa College Associate Degree Nursing Education Program 2014 Self-Study Report. As the Education Consultant for the program, I wish to express my appreciation to the faculty for their diligence and thoughtfulness evident in this comprehensive report. Board staff values the faculty members' participation in the February 27, 2014 conference call to discuss the Self-Study Report. The Education Consultants participated in 30 conference calls with professional nursing education programs and found the time devoted to the calls a beneficial experience that allowed us to connect with the programs at the teaching level.

The Self-Study Report identified many strengths of the program, including:

- A group of dedicated faculty members willing to meet challenges to ensure student success;
- Strong administrative and community support;
- Partnerships between the Nursing Department and Medical Center Hospital, Odessa Regional Medical Center, and community agencies;
- Available funding through the Nursing Shortage Reduction Program grants for faculty development, and the updating of the Odessa College simulation lab;
- Utilization of a standardized admission exam specific to nursing programs (TEAS 5);
- Higher level GPA criteria for nursing courses (2.5) than required of the general population;
- Increased use of simulation to enhance hands-on learning and focus learning experiences; and
- Strong reference resource through the Learning Resource Center.

Members of the Board

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

Nina Almasy, MSN, RN
 Austin

Deborah Bell, CLU, ChFC
 Abilene

Patricia Clapp, BA
 Dallas

Tamara Cowen, MSN, RN
 Harlingen

Sheri Crosby, JD, SPIR
 Dallas

Marilyn Davis, MPA, BSN, RN
 Sugar Land

Shelby Ellzey, BDA
 Midlothian

Monica Hamby, LVN
 Amarillo

Kathy Leader-Hora, LVN
 Granbury

Mary M. LeBeck, MSN, RN
 Weatherford

Josefina Lujan, PhD, RN
 El Paso

Beverley Jenn Nutall, LVN
 Bryan

Corrective measures will be implemented to address the following areas:

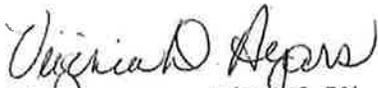
- Curriculum alignment and mapping with the NCLEX blueprint;
- Faculty need for assistance with test construction;
- Need for rigor in admission criteria;
- Need for readmission policy changes;
- Need to effectively and timely utilize the SPE;
- Need to strategically implement ATI in each course and effectively utilize all analytical aspects of ATI;
- Need to incorporate simulations into all clinical courses; and
- The addition of a capstone course.

The depth of the evaluation of the program and analysis of those areas for improvement is evident in the Self-Study Report. Program faculty and leadership are commended for the thorough review and the measures initiated and in progress to remedy the identified issues. The program strength of caring and competent faculty is reflected in the quality of the Self-Study Report.

No additional information is requested at this time. Please send Board staff an electronic version of the report so that it may be maintained the Odessa College program file.

If you have questions or concerns, please contact me via e-mail at Virginia.ayars@bon.texas.gov or telephone at 512-305-7660.

Sincerely,



Virginia D. Ayars, EdD, MS, RN
Nursing Consultant for Education

Copy: Dr. Gregory D. Williams, President

December 16, 2014

Texas Board of Nursing
333 Guadalupe St., Ste. 3-460, Austin, Texas 78701
Attn: Virginia Ayars, EdD, MS, RN
Re: Odessa College Response to Status Change

Dear Dr. Ayars,

We truly appreciate your time and support during the phone conference Friday, December 5th. Receiving news of a status change is never easy, even when anticipated. Your professionalism and expressed desire to help us regain full approval status was certainly welcome. Below you will find details regarding the items addressed in our April 2014 Self-Study, along with additional strategies which were implemented after researching best practices. These specific measures address identified deficiencies recognized in the program that ultimately led to low NCLEX-RN pass rates. Although in their infancy, we believe that these changes are helping us significantly improve instructional outcomes and that we are on the right track to move Odessa College back to full compliance.

Measures Implemented to Improve Odessa College ADN Pass Rate

In April 2014 Odessa College Nursing Department submitted a self-study regarding areas that had led to the decrease in our overall pass rate, which at that time was 64.38%. The following Nine Selected Variables were assessed in relationship to predictors of NCLEX-RN Success: GPA on admission; admission scores on standardized tests (TEAS V); grades of students in select prerequisite courses; readmissions; performance of students reentering nursing after failing or withdrawing; personal problems; final grades earned in 4th semester course (RNSG 2331); availability of remediation strategies for students identified as being at risk or educationally disadvantaged; and significance of student scores on standardized comprehensive exams (ATI). Based on this assessment, the following changes were implemented/planned to improve the student pass rates on NCLEX:

- Increased rigor in admission criteria: The following changes have been made to address the need for increased rigor. The previous admission requirements were overall GPA of 2.5, TEAS 5 score of a minimum of 58.7%, and a score of a C or higher in the anatomy and physiology courses. The new admission a criterion requires students to have an overall GPA of 2.5 (no change), overall TEAS 5 score of 68.7% (up from 58.7%), with the additional requirement of a score of 75% on the Reading component and a score of 70% on the Math component (new areas of focus). Further refinements to the criterion are under review with additional research focusing on national best practices and outcomes. This includes the consideration of a student personality profile tied to an interview as part of the entry criterion using a qualitatively derived national test.
- Grades and policies regarding prerequisite courses: The following policies are under consideration for approval in the next cohort:
 - Recommendation to limit to how many times the student can attempt Anatomy and Physiology I and II for consideration. Proposal: no more than 3 attempts.
 - Requirement of a minimal grade for the courses. Proposal: B or higher.
- Changes to the Re-admission policy: Students who have not attended for more than one semester will be required to show competency in course content of the last attended semester using both written and skills. Students who have not attended for more than one long semester must re-apply to the program. Policies are under further review for special student situations.
- Remediation strategies: Students were each assigned a primary mentor in Fall 2014 who acted as intrusive coaches. When students' grades fell below 75% for any test or assignment, it would trigger a meeting with the

mentor and completion of a Student Success Plan which detailed specific tasks and outcomes for both the mentor and students. In addition, 4th Semester Students were required to meet for planned and targeted weekly tutoring sessions. All faculty participated in mentoring and tutoring based on their area of content expertise.

- Grading policies: Grades were addressed at the beginning of term and adjustments were made to weights of assignments and tests.
- Personal issues: Several opportunities for scholarship support of students facing financial hardship have been identified and put into place for Fall 2014 and renewed attention has been made to engaging Campus Student Services for financial, academic, and emotional support of students.

In addition to these identified areas within the Self Study, the program has also incorporated these initiatives:

- Improved curriculum alignment with NCLEX blueprint: Spring 2014, faculty met with Donna Ignatavicius to align course content with the NCLEX blueprint. As a result, our new curriculum and current curriculum underwent extensive changes.
- Faculty development: This area has received intense scrutiny over the past 6 months and faculty have received additional support in:
 - Test construction: Donna Ignatavicius hosted three test writing workshop, with another planned on December 11, 2014. Director Stone has provided one-on-one support for each test both Director Stone and Ms. Ignatavicius have been reviewing faculty test to assure proper level of difficulty and blue print alignment. Faculty are then notified of any necessary changes prior to administration of test. Each test is then analyzed and items reviewed with the faculty authors.
 - Additional training in: Instructional Best Practices with Associate Dean of Teaching and Learning (ongoing with classroom evaluations); Best Practices in using the Learning Management System with our internal Instructional Division (with ongoing and robust support); and technical training through ATI in using testing software and ancillary products (further training scheduled January 2015).
- Effective and timely utilization of the Systematic Plan of Evaluation: All faculty members are currently serving on committees related to the systematic plan of evaluation, where they have been meeting weekly discussing courses and their effectiveness. During these meetings, course content is discussed and plans to adjust exam questions to be related to course content and ATI are made. Individual course mapping is also in progress, to ensure proper course alignment.
- Strategic implementation of ATI: ATI has assisted with the alignment of their product and our curriculum by reviewing our syllabi and making recommendations for placement of their product for each semester. The current fourth semester students have achieved the highest scores on the comprehensive proctored predictor exam at OC since the inception of ATI.
- Curricular improvements: Incorporation of simulated learning experiences into all clinical courses and the addition of a capstone course. Our fourth semester students have engaged in high fidelity simulation this semester with positive feedback regarding the experiences. Students have reported an increase in confidence and ability to critically think in clinical situations. Clinical performance has improved as well as exam grades in the related content.

We look forward to your input and suggestions on the above changes and plan to attend the next Deans and Directors meeting in January to learn more about other successful practices in both the state and nation.

Sincerely,

Barbara Stone, Director of Nursing

Marie Vasquez-Brooks, Associate Dean

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Odessa College
Associate Degree Nursing Education Program
Odessa, 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 Odessa College Associate Degree Nursing Education Program in Odessa, 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 Odessa College in Odessa, 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 Odessa College in Odessa, Texas, the Board hereby CHANGES the approval status of Odessa College Associate Degree Nursing Education Program in Odessa, 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