

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

**Summary of Request:**

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

**Historical Perspective:**

- San Antonio College ADN program has been in operation since 1967.
- Stella Cirlos MSN, RN was appointed ADN program director in 2013 and meets all qualifications set forth by Board Rule 215.6, Administration and Organization.
- San Antonio College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The most recent program evaluation occurred in 2009. The next evaluation is scheduled for 2019.
- The ADN program is accredited by the Accreditation Commission for Education in Nursing (ACEN). The most recent program evaluation occurred in 2008. The next evaluation is scheduled for 2016.
- The NCLEX-RN® examination pass rates for the past five (5) years are included in the table below:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2014	Full	69.97%	247/353
2013	Full	68.68%	250/364
2012	Full	85.53%	325/380
2011	Full	83.83%	223/266
2010	Full	83.67%	205/245

- Due to the 2013 NCLEX-RN® examination pass rate of 69.97%, the program director and faculty were required to submit a Self-Study Report (SSR) in 2014 that identified factors that may have contributed to graduates' performance and a description of corrective measures to be implemented.
- Factors identified by the faculty 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 include the following:
  - The decrease in faculty during a time of increased enrollment was reviewed and revised to include a hold on admission and a redesigned faculty orientation.

- Lack of adherence to admission policies was reviewed and revised to improve compliance with admission criteria.
- A disconnect between theory courses and clinical application was reviewed and revised to include adequate clinical support for theory application.
- After review of the Self-Study Report received in 2014, a response letter was sent by the Board Staff acknowledging the findings in the SSR and plan for corrective measures (See Attachment #1).
- The Board Staff conducted a conference call with the program director Ms. Stella Cirlos and other program representatives on November 24, 2014, 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 the Board Staff and program representatives to discuss the process and implications of the warning status.
- San Antonio College Associate Degree Nursing 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 examination years..."

**Staff Recommendations:**

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

Draft Letter

January 22, 2015

Stella Cirlos, MSN, RN  
Program Director  
Associate Degree Nursing Education Program  
San Antonio College  
1300 San Pedro Blvd  
San Antonio, TX 78212-4299

Dear Ms. Cirlos:

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

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the San Antonio College Associate Degree Nursing Education Program in San Antonio, 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 [jo.queen@bon.texas.gov](mailto:jo.queen@bon.texas.gov) or 512-305-7658.

Sincerely,

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

Copy: Dr. Robert Vela, 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

May 27, 2014

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

Stella Cirlos, MSN, RN, Interim Chair  
 Associate Degree Nursing Education Program  
 San Antonio College  
 1300 San Pedro Avenue  
 San Antonio, TX 78212-4299

Dear Ms. Cirlos and Nursing Faculty:

The purpose of this letter is to acknowledge receipt of the San Antonio 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. Further, Board staff values the faculty members' participation in the March 6, 2014 conference call to discuss development of 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:

- Accreditation Commission for Education in Nursing or ACEN accreditation;
- Well-established nursing program in existence for over 35 years in the San Antonio community;
- Department equipped with state-of-the-art technology Smart Classroom and lab;
- Simulation lab also called San Antonio Hospital that could be utilized as a mock hospital setting as well as a real hospital if deemed necessary in community emergencies;
- Experienced faculty with a variety of knowledge and skills to provide effective instruction to meet didactic and clinical course objectives;
- Extensive college resources designed to meet the diverse needs of a large student population; and
- Military to RN online didactic component with on-campus lab and clinical learning experiences at community healthcare agencies.

Additionally, the Self-Study Report acknowledged the following areas of concern:

- No NCLEX-RN capstone review course;
- ATI assessment examinations implemented without mandating practice exams or remediation;
- Participation in the Nursing Shortage Reduction Program Over 70 Program Grant, however, the increase in the number of students to an already large enrollment resulted in unfavorable outcomes;

### 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, SPHR Dallas	Marilyn Davis, MPA, BSN, RN Sugar Land
Shelby Ellzey, BBA Midlothian	Monica Hamby, LVN Amarillo	Kathy Leader-Horn, LVN Graubury	Mary M. LeBeck, MSN, RN Weatherford	Josefina Lujan, PhD, RN El Paso	Beverly Jean Nutall, LVN Bryan

- An increase in faculty retirements and a decrease in available faculty members at the same time enrollment numbers increased;
- Increasing the number of students resulted in acceptance of students with lower composite scores that was not in compliance with the admission policy;
- Orientation outline and its implementation for new faculty and adjunct faculty were incomplete, absent, or not thorough for adequate facilitation of clinical experiences with students; and
- Theory grades were much lower than their clinical course co-requisite grades, indicating a disconnect to the application of theory while in clinical.

Corrective measures included the following:

- Admission placed on hold for Fall 2013 Flex II and Spring 2014;
- ATI assessment examinations made mandatory for practice exams, remediation, and course proctored exam;
- ATI Live Review in May 2014;
- Adherence to Admission Policies for Fall 2014 cohort;
- Hire Faculty Educator to "teach the teacher";
- Hire two additional full-time MSN-prepared faculty members in Summer 2014; and
- Hire Lab personnel, Academic Support Specialist in Summer 2014.

The depth of the evaluation of the program and analyses 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.

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 San Antonio College program file.

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

Sincerely,



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

Copy: Robert Ziegler, PhD, President



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December 05, 2014

Jo Queen, LTC®, PhD, MS, MSN, RN-CCNS  
Nursing Consultant for Nursing Education

Dear Board of Nursing (BON) Education Consultant,

San Antonio College Department of Nursing Education is aware of our program deficiency in meeting the NCLEX-RN pass rate standard of 80% as identified with Rule 215. We understand that to meet approval by the Board of Nursing (BON) the program must maintain an acceptable pass rate as determined by the BON which is to meet the standard of 80% or greater. The program scored below the 80% standard within the 2012-2013 and 2013-2014 timeframe. The outcome of the two (2) year deficiencies have resulted in a change of our program status from full to full with Warning.

We are including a letter of response to be submitted as an attachment to our Board Report to our Education Consultant, Jo Queen. This letter of response has listed the program challenges, measures taken to improve NCLEX-RN results, and comments that may clarify actions taken. We acknowledge that Jo Queen will prepare a brief historical background of our program and will outline findings from the Self-Study Report our program submitted in 2014 and will be our program representative. A copy of the completed Board Report will be sent to department prior to the Board meeting to afford opportunity to offer feedback or need for correction. At the Board meeting scheduled for January 22, 2015 our program status is be addressed and the change in program status will be announced. Following the Board meeting the department can expect to receive an official letter and a Board order changing the program status from full to full with Warning. This change will require an evaluation of the effectiveness of the corrective measures outline in the Self-Study Report to be sent to Jo Queen no later than June 01, 2015. After receiving the Board Order of the change of our institutional status that change will be communicated to faculty and students and that the change will not affect student eligibility to take the NCLEX examination. Communication stating that program representatives need not be present for the January 22, 2015 Board meeting is understood.

Respectfully acknowledged,

Stella Cirlos MSN, RN  
Director, Department of Nursing Education  
Programs  
210 486-1852  
San Antonio College

Vernell Walker, MA  
Dean of Professional and Technical



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1300 San Pedro Avenue  
San Antonio, Texas 78212



**Letter of Response:**

Program Challenges	Measures taken to Improve NCLEX-RN Results	Comments
New Concept-based Curriculum	Implementation of Texas Consortium Concept-based Curriculum started fall 2014 for Generic and Career Mobility programs	<b>ATI Assessment Outcome: Proficiency Level Individual Scores</b> <b>Total Students: 50</b> Level 3 78.3% - 100.0% 6.0% (3) Level 2 63.3% - 76.7% 34.0% (17) Level 1 51.7% - 61.7% 34.0% (17) Below Level 1 0.0% - 50.0% 26.0% (13)
Program does not have an NCLEX-RN review capstone in Level IV.	Attendance of an ATI NCLEX-RN Live review is mandatory to all Level IV students and graduates that have failed the NCLEX-RN may request attendance at no cost.	Review started with May, August, and now December 2014 graduating students. NCLEX-RN pass rate score increased in fourth quarter of 2013-2014 timeframe.
Program does not have a mandatory process prior to summer semester 2013 of implementation of ATI assessment exam for each course in curriculum	ATI practice exams are now integrated into individual courses throughout curriculum. In addition a course assessment exam is given at the end of each course; remediation is mandatory if score achieved is less than Level 2 prior to completing the course.	
Participants in the Nurse Shortage Reduction Program (NSRP)	Declined participation in Grant incentives until program attains acceptable pass rate on NCLEX-RN of 80% or greater.	
Non-adherence to Admission policy	Strict adherence to program admission policy.	Admission policy is being reviewed and revised as deemed necessary.
Lack of adequate orientation of new faculty, adjunct faculty, and update for experienced faculty in meeting program theory and clinical objectives and linking application of theory to clinical outcomes.	Faculty educator was hired. Faculty orientation outline was updated and implemented first week of fall 2014 semester. Assessment of faculty needs obtained and faculty development courses were offered November 2014.	The faculty development workshops were available to full and adjunct faculty included: Enhancing Nurse Educator Teaching Skills, which explored using the Concept-Based Curriculum to enhance learner engagement; the importance of developing



		<p>professional resilience and conflict management through the use of evidence-based strategies to incorporate in the classroom, lab, and clinical environs; and the skill sets needed to construct high quality, psychometrically-appropriate test items. Additionally, an online course entitled Clinical Instruction for Nurse Educators that provided creative best practice clinical teaching strategies to employ in the rapidly changing health care environment was made available to all faculty members</p>
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**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
San Antonio College  
Associate Degree Nursing Education Program  
San Antonio, 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 San Antonio College Associate Degree Nursing Education Program in San Antonio, 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 San Antonio College in San Antonio, 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 San Antonio College in San Antonio, Texas the Board hereby CHANGES the approval status of San Antonio College in San Antonio, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. A program survey visit is to be conducted by a Consultant for Nursing Education during 2015.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2014 Self-Study Report is to be submitted to Board Staff no later than June 1, 2015, Education Guideline 3.2.1.a.

Entered this 22<sup>nd</sup> day of January, 2015

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