

**Consideration of Change in Approval Status
from Initial to Initial with Warning
Ranger College in Early, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for Ranger College Associate Degree Nursing (ADN) Education Program in Early, Texas, from Initial Approval to Initial 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:

- Ranger College ADN program has been in operation since 2011.
- Marnita Jo Guinn, PhD, RN has served as the ADN program director since 2011 and meets all qualifications set forth by Board Rule 215.6, Administration and Organization.
- Ranger College holds accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) with the most recent reaffirmation of accreditation status received in 2014. The next reaffirmation is scheduled for 2023.
- The NCLEX-RN® examination pass rates for the past two (2) 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	Initial	68.42%	13/19
2013	Initial	75.00%	15/20
2012	New Program		

- Due to the 2013 NCLEX-RN® examination pass rate of 75.00%, Board Staff sent a letter to the Ranger 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 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:

- Computerized testing software was implemented after examination practices revealed inability to perform test item analysis.
- Textbooks added and updated to reflect current practice correlating with NCLEX-RN® test plan blueprint.
- Student remediation enhanced with implementation of Prep-U and additional success strategies.
- Faculty orientation plan updated and enhanced, adding mentors and establishing regular faculty meetings.
- 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 Executive Vice-President – Brown County Campus on December 2, 2014 to discuss the process for changing the program’s approval status from Initial to Initial with Warning at the quarterly Board Meeting in January 2015. The conference call provided an opportunity for Board Staff and program representatives to discuss the process and implications of the warning status.
- Ranger 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 a part of the Total Program Evaluation Plan”.

Staff Recommendations:

Move to change the approval status for Ranger College Associate Degree Nursing Education Program in Early, Texas, from Initial Approval to Initial 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 (Attachment #3).

Draft Letter

January 22, 2015

Marnita Jo Guinn, PhD, RN
Program Director Associate Degree Nursing Education Program
Ranger College
300 Early Blvd, Suite 105
Early, TX 76802

Dear Ms. Guinn:

At the January 22-23, 2015 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Ranger College Associate Degree Nursing Education Program in Early, 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 Ranger College Associate Degree Nursing Education Program in Early, Texas from Initial Approval to Initial 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. William Campion, President



Texas Board of Nursing

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

May 20, 2014

Marnita Jo Guinn, MSN, RN
 Dean, Associate Degree Nursing Program
 Ranger College
 300 Early Blvd
 Early, TX 76802

Dear Ms. Guinn and Nursing Faculty,

This letter acknowledges receipt of the Ranger College Associate Degree Nursing Program 2014 Self-Study Report (SSR) and provides a response to the information in the report. As the Consultant for Nursing Education for the program, I wish to express my appreciation to the faculty and dean for the diligence and thoroughness in preparing the report. Faculty are to be commended for implementing corrective measures beginning with the start of the second (2nd) cohort of students. Changes to program aspects, such as admission criteria, textbooks, remediation plans, grading criteria, etc., which can be supportive of positive student outcomes can and should be made as soon as identified as results of the changes may not immediately be realized. The program's initial approval status does not prevent faculty from making changes to program policies and procedures.

The SSR identified several program strengths including:

- The availability of effective clinical facilities, resulting in strong clinical learning experiences;
- Excellent working relationship with clinical partners; and,
- A 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 2103 NCLEX-RN® pass rate:

- An increased percentage of educationally and financially disadvantaged students;
- Limited electronic resources, to include, limited ability for computerized testing and lack of resources to analyze test results; and,
- Textbooks not reflective of current NCLEX-RN test plan.

Based upon findings from the 2014 SSR, the following table cites faculty-identified factors that may have contributed to the decline in 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:

Identified Factors that May have Contributed to NCLEX-RN® Examination Pass Rate	Corrective Measure/s	Timetable
Use of paper and pencil examinations and inability to perform complete item analysis on test items identified as need for improved computer infrastructure	Implement Exam-Soft for computerized student testing and item analysis	Summer 2014

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 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 Measures	Timetable
Faculty test blueprints lack correlation with current NCLEX-RN test blueprint lacking.	Update textbooks; implement HESI capstone scores and exit scores as a portion of course	Fall 2014
Student remediation and review opportunities could be enhanced	Implement use of Prep-U NCLEX-RN questions; incorporate fundamentals success text in clinical/lecture; implement "success strategies"	Fall 2014; Spring 2014; Fall 2013
Textbooks may lack correlation with current NCLEX-RN test plan	Add pharmacology text; incorporate fundamentals success text; implement medical-surgical text to correlate with current NCLEX-RN test blueprint	Fall 2012; Spring 2014; Fall 2014
Faculty orientation lacking and inconsistent faculty communication	Update and enhance faculty orientation plan, assigning mentor; establish regular faculty meetings	Spring 2013; Fall 2013

Although the program analysis was limited in scope to the inaugural cohort of students, the faculty and dean were able to evaluate and analyze the program and identify areas for improvement, implementing some measures prior to the self-study process. This indicates effective use of the total program evaluation and its importance in program management. Program faculty and leadership are commended for all corrective measures already taken and those put into place to remedy the deficiencies identified.

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. William Campion, President



Ranger College - Brown County Center

300 Early Blvd Suite 105, Early, TX 76802
Phone: (325) 641-5726 Fax: (325) 641-1178

December 19, 2014

Dear Texas Board of Nursing Members,

I am writing in response to the proposed change in status from Initial Approval to Initial Approval with Warning for the Ranger College Associate Degree Nursing Education Program. Since the submission of our self-study report (SSR), and as soon as the 2014 NCLEX-RN results were projected to be below 80% we again internally reviewed the changes we were implementing to ascertain other areas of weakness and improvement.

The program brought in an external consultant and team with decades of experience in professional nursing education in Texas. Following their site visit, report, and recommendations, the program also conducted a two day retreat with the consulting team to strengthen the recommendations, curriculum and faculty. We further strengthened our curriculum by implementing external custom final exams in all core nursing courses, adding an additional NCLEX-RN review course in January of 2015, and employing a "Student Success Specialist".

Our third class of students graduated in December of 2014, While, we have not attained the 80% NCLEX-RN pass rate required by the Texas Board of Nursing, the evaluation of this recent graduating class though HESI exit scores indicate they are significantly more prepared for the NCLEX-RN exam than previous classes. We anticipate a future positive board results.

Thank you for your review of this matter, and the extremely important work you conduct for the state of Texas. If you have any questions, please feel free to contact me.

Sincerely,

Marnita Jo Guinn, PhD, RN

Marnita Jo Guinn, PhD, RN
Dean of Associate Degree Nursing
Ranger College - Brown County Campus

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Ranger College
Associate Degree Nursing Education Program
Early, 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 Ranger College Associate Degree Nursing Education Program in Early, 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 Ranger College Associate Degree Nursing Education Program in Early, 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 Ranger College in Early, Texas, the Board hereby CHANGES the approval status of Ranger College Associate Degree Nursing Education Program in Early, Texas from INITIAL APPROVAL to INITIAL 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