

**Proposal to Establish A New Nursing Education Program
Texas Health School in Houston, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the Texas Health School (THS) proposal to establish a new Vocational Nursing (VN) Education Program in Houston, Texas and the survey visit report (See Attachment #1). The final proposal was provided electronically to members of the Texas Board of Nursing (Board). A notice of public hearing has been posted (See Attachment #2).

Historical Perspective:

- THS was established in Houston in 2002 to provide specialized training programs needed to address the increasing demand for skilled healthcare professionals. THS began classes on April 10, 2003 at 10565 Katy Freeway (in West Houston on the I-10 Corridor) and moved to 11211 Katy Freeway during the summer of 2004. Initially, the school offered the Nurse Aide, Medical Assistant, and Physical Therapy Aide Programs. In 2004 the Medication Aide Program was added and approval for the Massage Therapy Program was granted in 2004.
- THS was awarded national accreditation on February 15, 2005 by the Commission of the Council on Occupational Education (COE), a national accrediting agency recognized by the United States Department of Education. The last COE accreditation team visit was October 18-21, 2010. There were no negative findings and the school's accreditation was continued with reaffirmation to occur in six (6) years. The school's next reaffirmation accreditation visit is scheduled for October 3-6, 2016.
- THS is approved by the Texas Workforce Commission (TWC) Career Schools and Colleges. On March 28, 2016, TWC issued an updated Certificate of Approval to THS, documenting a March 27, 2017 date of expiration.
- A well-developed, comprehensive first draft of the proposal was received in the Board office in December 2015 and reviewed by Board Staff. The proposal was deemed complete in March 2016 and a site visit was conducted on March 29, 2016 by Board Contract Program Evaluator Beverly Skloss, MSN, RN.

Summary of Proposal:

Overview of the Proposal:

- THS proposes to establish a new VN Education Program in Houston, Texas. The proposal requests enrollment of an initial cohort of thirty (30) students in July 2016, and a continuing annual enrollment of two (2) cohorts of thirty (30) students each, six (6) months apart, the second year and thereafter. The projected graduation date for the first cohort will be June 2017.
- The proposed VN Education Program is a three (3) semester, forty-eight (48) week, and 1,440 clock hour program of instruction. The program is designed to be delivered through a face-to-face format including faculty-supervised hands-on skills laboratory and clinical experiences in a variety of healthcare facilities. The three-semester curriculum

contains 600 hours of classroom time with 360 hours of laboratory time and 480 hours of patient care learning experiences for a total of 840 hours of clinical learning experiences.

- Clinical learning experiences will be offered in health care facilities in the Houston area. Clinical affiliations include Autumn Grove Cottage, Brookdale Senior Living, CHI St. Josephs, Eagle's Trace, Heritage Park of Katy Nursing and Rehabilitation, University of Texas Medical Branch, and Woodridge Nursing and Rehabilitation.

Rationale and Need for the Program:

- The school is located at 11211 Katy Freeway (I-10 West) in Houston, Texas. This location offers easy access from all areas of Houston including the surrounding communities of Katy, Sugarland, and Cypress. The surrounding communities are experiencing rapid growth and the Texas Medical Center's hospitals are following the growing population. Katy, Texas, a community served by THS, grew 83.0% in population from 2000-2010, and is projected to have a total population increase of 15.1% from 2015 through 2020.
- The Texas Medical Center - West Campus opened in January 2011 along the I-10 West Corridor to meet the increasing demand for medical needs of residents of the west Houston area, including Katy and Cypress. As the healthcare options provided to the residents of these communities continue to grow, significant vacancies and shortages of trained healthcare personnel also increases. The THS VN Education Program focuses on increasing the number of graduates from a VN Education Program to meet the increasing need for Licensed Vocational Nurses (LVNs) within these communities.
- THS conducted surveys of healthcare institutions, agencies, and clinics in the Houston community to obtain information regarding employment statistics for LVNs, including the number of annual openings and projected need for the next five (5) years. A summary of the survey information showed the following trends over the next five (5) years: an increasing need for LVNs in the long-term care/assisted living facilities; a constant, steady hiring of LVNs in physician's offices and clinics; and a smaller number of openings for LVNs in the community hospitals.
- Survey results support the need for a new VN program in the Houston, Texas area as four (4) out of five (5) programs within a twenty-five (25) mile radius of THS have more qualified applicants than enrollment capacity permits. In view of these data and the large potential applicant pool from the school's current students and alumni, the projected number of thirty (30) qualified applicants for the THS VN Education Program should not adversely affect any of the five (5) existing programs in the area.
- The five (5) schools within a 25-mile radius of THS in Houston are Bell Tech Career Institute, Houston Community College, Lone Star College – Cy Fair, The College of Health Care Professions, and the Vocational Nursing Institute, Inc. Additionally, a sixth program, Fortis College, voluntarily closed its VN education program effective March 31, 2016.
- Letters of support from community leaders in the Houston area indicate strong support for the proposed nursing program.

Administration and Organization:

- The mission of THS is to provide quality educational programs that prepare its graduates for employment in their specialized field of allied health. The programs emphasize hands-on training that are relevant to the requirements of the employer needs and focus on areas that offer long-term employment.
- The mission of the THS VN Education Program is to prepare capable LVNs that have acquired the knowledge, skills, competencies, and values essential to the practice of nursing within the LVN Scope of Practice. THS is committed to preparing the VN student to safely and effectively practice as a competent beginning LVN. The goal is for graduates of the THS VN Education Program to be prepared to collaborate with other health care professionals in using their skills and knowledge to provide excellence in patient-centered care.
- The VN Program Director reports directly to the THS President. The director has the responsibility and full authority to administer all aspects of the VN Program.
- Tally Breitstein, BSN, RN, the director of the proposed program, meets the qualifications of Board Rule 214.6 to assume administrative leadership. Ms. Breitstein has twenty-eight (28) years of professional nursing experience with eleven (11) years dedicated to VN education and five (5) of the eleven (11) years as a VN education program director.

Availability of Faculty and Clinical Sites:

- For the first year, THS projects hiring two (2) full-time and one (1) part-time faculty members to serve a population of thirty (30) students. The institution will hire additional faculty members during the second and subsequent years for a total population of sixty (60) students made up of two (2) class starts with thirty (30) students each.
- THS began recruiting faculty for the VN Education Program in April 2015, utilizing various sources: employment search engines such as Zip Recruiter and Indeed.Com; referrals from its advisory board members and current faculty and staff; and professional associations including: the Texas Association of Vocational Nurse Educators; and the Katy, West Houston and Houston Chambers of Commerce.
- The school has hired three (3) faculty members in addition to the Program Director. These individuals have experience in nursing and teaching and also meet the Board rule requirements for faculty.
- The proposed program will utilize selected clinical sites that should not impact the current use of clinical sites by other VN education programs in the Houston areas. The program has secured commitments for clinical learning experiences from a variety of health care institutions, including: Autumn Grove Cottage, Brookdale Senior Living, CHI St. Josephs, Eagle's Trace, Heritage Park of Katy Nursing and Rehabilitation, University of Texas Medical Branch, and Woodridge Nursing and Rehabilitation.
- THS's proposed VN Program Director will contact each facility a month prior to the first scheduled clinical rotation to secure the dates of the clinical experience, schedule the clinical instructor's orientation, and discuss specific clinical learning objectives for the students. These efforts are designed to prevent potential overlapping with other programs in the use of clinical facilities.

Financial Support and Resources:

- The school's owners, Jody and David Hawk, are committed to providing total support with the necessary resources including financial support for the implementation and continuation of the VN Education Program.
- A budget for the first two (2) years of operation for the THS VN Education Program was prepared by the administration and the VN Education Program Director. The budget includes funds allocated to director and faculty salaries, secretarial and support staff salaries, skills laboratory equipment, media and instructor resources, medical supplies (consumable and non-consumable), and computers.
- The survey visit indicated that the requirements of Board Rule 214.11 regarding facilities, resources, and services are completely addressed in all categories.

Program of Study:

- The philosophy of the THS VN Education Program is to empower students to achieve their educational goals in a positive learning environment and to promote nursing excellence in a diverse and technologically advanced age. The VN faculty considers the individual as a multifaceted being who possesses physiological, spiritual, psychological, sociological, cultural, and economic facets, all of which must be addressed through a holistic approach in the delivery of care throughout the educational process.
 - The VN curriculum is designed to assist the learner in meeting educational objectives and program outcomes. The major curriculum concepts integrated within the VN Education Program include the Differentiated Essential Competencies (DECs, 2010) for Graduates of Texas Nursing Programs and the nursing process. The VN curriculum prepares the nursing graduate for entry level VN practice as: Member of the Profession, Provider of Patient-Centered Care, Patient Safety Advocate, and Member of the Health Care Team. Both the didactic and clinical learning experiences include the associated knowledge, behaviors, and clinical judgments required for the achievement of each competency.
 - The conceptual framework of the THS VN Education Program is built on two (2) major concepts: human needs, as outlined in Maslow's hierarchy of needs; and the nursing process. The person is the center of the conceptual framework.
 - The proposed VN program curriculum comprises three (3) semesters. Semester I consists of 204 hours of theory; 156 hours of laboratory, building the foundations of nursing and skills practice; and 120 hours of hands-on, clinical experiences. Semester II consists of 192 hours of theory; 102 hours of hours of laboratory; and 186 hours of clinical practice. Students will practice and be evaluated for competencies in the laboratory, including skills that were learned in Semester I. Semester III is a continuation and expansion on theory and practices. Students will attend 204 hours of theory, 102 hours of laboratory, and 174 hours of clinical practice. The student will use and apply the knowledge and skills learned in Semester I and Semester II as well as the knowledge gained from the theory courses during the third semester.
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Total Program Evaluation Plan:

- The Nursing Department and Administration of THS understand that it is important to consistently assess program performance and evaluate curriculum, faculty, learning resources and licensure pass rates. In an effort to evaluate, improve, and implement quality nursing education, THS will participate in the collection and interpretation of data generated by the implementation of the Total Program Evaluation Plan. The goal is to use aggregated and trended data for program development, maintenance, and/or revision.
- Assessment of outcome data will be used to identify the need for the following actions to be taken: (1) develop and implement a systematic method to monitor student progression in the program; (2) identify and implement strategies to enhance students' success on the NCLEX-PN® examination as first-time candidates; and (3) revise student clinical performance evaluation tools to reflect VN Education Program objectives and levels of knowledge progression.
- The program evaluation plan incorporates criteria, methodology, and frequency of the evaluation. The assignment of responsibility is made by the Program Director with input from the faculty. Indicators or benchmarks of program and instructional effectiveness are included in the evaluative process.
- The program's Total Evaluation Plan is well-developed and provides measurable indicators of achievement. Detailed indicators of academic effectiveness and VN student learning outcomes are presented in the proposal. All required elements of Board Rule 214.13 are fully addressed.

Rationale for Recommendation:

Pros:

- Ms. Tally Breitstein, the proposed Program Director, meets all requirements of Board Rule 214.6 to assume the leadership position. Ms. Breitstein is an experienced nurse educator and vocational nursing education program administrator.
- THS has identified and established clinical affiliations with multiple and diverse clinical sites. Of the seven (7) clinical sites identified in the proposal, four (4) of the sites do not affiliate with other nursing education programs. The Program Director is working proactively to ensure cooperation with other nursing education programs that may utilize the contracted clinical sites.
- The administration has committed the resources to the implementation of this new program.

Cons:

- THS is not experienced in providing a VN Education Program and the curriculum is not proven.

Staff Recommendation:

Move to grant initial approval to Texas Health School to establish a new Vocational Nursing Education Program in Houston, Texas, and impose the condition and requirement in the attached Board Order (See Attachment #3).

**TEXAS BOARD OF NURSING
SURVEY VISIT PROGRAM REPORT
Vocational Nursing Education Program**

NAME OF NURSING PROGRAM: Texas Health School Vocational Nursing Education Program

PROPOSED DIRECTOR: Tally Breitstein, BSN, RN

REASON FOR SURVEY: New Proposal **DATE:** March 29, 2016

SURVEY VISITOR: Beverly Skloss, MSN, RN, Board Contract Program Evaluator

In this report the nursing program met standards and criteria unless otherwise indicated by narrative. Narrative in the Evidence column documents findings of pertinent data, outstanding performance, or deficiencies. Narrative in the Comments column includes recommendations or requirements to be met based on analysis of the survey visit.

| STANDARD/CRITERIA | EVIDENCE | COMMENTS |
|---|---|---------------------|
| §214.11 Facilities, Resources, and Services | | |
| <p>(a) The controlling agency/governing institution shall be responsible for providing:</p> <p>(1) educational facilities,</p> <p>(2) resources, and</p> <p>(3) services which support the effective development and implementation of the nursing educational program.</p> | <p>Texas Health School is located on the first floor of a six-story office building at 11211 Katy Freeway, Houston, Texas.</p> <p>The Texas Health School campus has sufficient classroom and academic support space for the proposed vocational nursing education program.</p> <p>The nursing courses will be taught in the newly renovated space, which will provide the classroom, nursing lab, and ancillary support space.</p> <p>The owners of Texas Health School have supported the development of the new program.</p> <p>The campus has equipped a nursing skills lab that is also used for the Nurse Aide program, computer labs/resource center, wired classrooms, student lounges, and eating areas.</p> <p>The school is in an accessible Houston location.</p> | <p>Criteria Met</p> |

| STANDARD/CRITERIA | EVIDENCE | COMMENTS |
|---|--|--------------|
| | The facility has adequate space for the projected number of students and is adequately equipped. There is ample parking and bus services are accessible. | |
| <p>(b) An appropriately equipped skills laboratory shall be provided to accommodate the maximum number of students allowed for the program.</p> <p>(1) The laboratory shall be equipped with hot and cold running water.</p> <p>(2) The laboratory shall have adequate storage for equipment and supplies.</p> | <p>One (1) room is equipped as a nursing laboratory and also serves as a classroom. The lab area is spacious and is equipped with three (3) traditional hospital cubicle spaces, three (3) hospital beds and three (3) medium fidelity mannequins; the lab will be used for teaching fundamental skills and has adequate equipment and supplies for up to thirty (30) students.</p> <p>There are two (2) sinks in the laboratory with hot and cold running water.</p> <p>Ample storage space for equipment and supplies is provided.</p> | Criteria Met |
| <p>(c) The dean/director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p> | <p>There will be one (1) full time administrative assistant for the nursing program.</p> | Criteria Met |
| <p>(d) The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body.</p> <p>(1) The dean/director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and</p> | <p>The proposed Program Director has a private office. There are multiple private rooms and office space available in the building where faculty may meet with students.</p> <p>Faculty and clerical office space is provided in the suite across the hall from the main school office. Space is designed so that faculty have access to full resources and equipment.</p> <p>Texas Health School plans to keep records and reports in alignment with the Texas Board of Nursing rules, federal regulations, and the U. S. Department of Education rules. Security for sensitive records and materials is adequate.</p> <p>The classroom/laboratory is spacious, conducive to learning, and conference rooms are adequate.</p> | Criteria Met |

| STANDARD/CRITERIA | EVIDENCE | COMMENTS |
|---|---|---------------------|
| <p>adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p> <p>(6) Teaching aids shall be provided to meet the objectives/outcomes of the program.</p> <p>(7) Adequate restrooms and lounges shall be provided convenient to the classroom.</p> | <p>Adequate student and faculty lounges are available on each floor of the six-story building.</p> | |
| <p>(e) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p> | <p>Texas Health School has one (1) computer laboratory with twenty (20) computers for student use and eight computers in the classroom/lab. Each classroom has a white board and portable projectors are available for audiovisual presentations.</p> <p>Virtual Clinical Excursions for clinical skills will be utilized.</p> <p>The Houston Public Library will be utilized for student and faculty access to nursing databases. The School has subscriptions to <i>American Journal of Nursing</i> and <i>Nursing 2016</i>. The campus offers current editions of nursing textbooks.</p> | <p>Criteria Met</p> |

Pros and Cons from Survey Visit:

Pros:

- Facilities, resources, and services are adequate to meet the needs of the proposed VN program.

Cons:

- None identified

Agenda Item: 3.2.12.b.
Attachment #2
Board Meeting: April 2016

BOARD OF NURSING FOR THE STATE OF TEXAS
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

NOTICE OF PUBLIC HEARING
for
Consideration of a Proposal from Texas Health School
To Establish A
Vocational Nursing Education Program
in Houston, Texas

Date and Time: April 21, 2016 at 2:20 PM
Place: Hobby Building
333 Guadalupe Street
Tower 2, Room 225
Austin, Texas

The Board will hear testimony from individuals who wish to present information concerning the proposal. Written testimony will also be considered and should be received in the Board's office by April 1, 2016.

Address written testimony to:
Katherine A. Thomas, MN, RN, FAAN, Executive Director
Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701-3942

DRAFT LETTER

April 25, 2016

Tally Breitstein, BSN, RN, Director
Vocational Nursing Education Program
Texas Health School
11211 Katy Fwy, Suite 170
Houston, Texas 77079-2106

Dear Ms. Breitstein:

At the April 21-22, 2016 meeting, members of the Texas Board of Nursing discussed the Texas Health School Proposal to Establish a New Vocational Nursing Education Program in Houston, Texas, and the report of the March 29, 2016 survey visit. The Board wishes to thank you, Jody Hawk, and David Hawk for being present to answer questions. Based upon the discussion and review of documents, it was the decision of the Board to grant initial approval to Texas Health School to establish a new Vocational Nursing Education Program in Houston, Texas, and impose the condition and requirement in the attached Board Order.

We wish you success with the program. If you have questions, or if we may be of assistance, please contact Board Staff at 512-305-7660.

Sincerely,

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

Copy: Jody Hawk, Texas Health School President
Texas Workforce Commission
Commission of the Council on Occupational Education

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Texas Health School
Vocational Nursing Education Program
Houston, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 21, 2016, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Texas Health School proposal to establish a new Vocational Nursing Education Program in Houston, Texas, based upon the review of the proposal and survey visit report, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214.

After review and due consideration of the filed materials, as well as the presentation by the representatives from Texas Health School in Houston, Texas, and other interested parties, if any, the Board hereby grants INITIAL APPROVAL of the Texas Health School Vocational Nursing Education Program in Houston, Texas and imposes the following condition and requirement:

1. The program shall not admit more than one (1) cohort of thirty (30) students in Summer 2016 and two (2) cohorts of thirty (30) students in subsequent years until the program achieves Full Approval from the Board.

Entered this 21st day of April, 2016

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