

**Report of Survey Visit
Texarkana College in Texarkana, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the report of the March 28-29, 2016 survey visit to the Texarkana College (TC) Associate Degree Nursing (ADN) Education Program in Texarkana, Texas, pursuant to the January 21, 2016 Board Order.

Historical Perspective:

- The TC in Texarkana, Texas ADN program was established in 1959, with the first class graduating in 1962.
- The ADN program is one of the five (5) programs included in the Health Sciences Division of TC. The other programs include: Vocational Nursing (VN), Paramedic, Pharmacy Technician, and Certified Nurse Assistant (CNA).
- The ADN program was initially accredited by the Accreditation Commission for Education in Nursing (ACEN), formerly the National League for Nursing Accrediting Commission (NLNAC) in December 1966. The most recent evaluation visit was February 18-20, 2014. The next evaluation visit is scheduled for Spring 2022.
- Courtney Shoalmire, MSN, RN became the Dean of Health Sciences and the Director of the Nursing Programs in February 2015.
- Ms. Shoalmire was a full-time instructor at the University of Arkansas for Medical Sciences College of Nursing BSN program from 2002-2012 and came to TC to administer the Health Professions Pathways (H2P) Grant, a Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant from the U.S. Department of Labor and served in this position until becoming both the Dean of Health Sciences and the Director of the Nursing Programs.
- There are two educational tracks in the ADN program, a generic track and a transition track for licensed vocational nurses.
- The NCLEX-RN® examination pass rates for the past five years are provided in the table below:

Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2015	Full	76.39% (Placed on Warning)	(55/72)
2014	Full	63.27% (Self-Study)	(62/98)
2013	Full	82.81%	(53/64)
2012	Full	93.42%	(71/76)
2011	Full	90.41%	(66/73)

Summary of Survey Findings (See Attachment #1)

Pros and Cons from Survey Visit:

Pros:

- Administration stated their full support for the ADN program as it fulfills a need for nurses in the community served.
- The Dean/ Director of the ADN Nursing Program has been in this position for one (1) year and is an experienced nursing instructor who is well respected by administration, faculty, and students. She also is a graduate of the TC ADN program.
- The faculty are experienced nurse educators and have served as faculty members at TC for many years.
- Faculty members demonstrated that they are a cohesive, dedicated group that expressed satisfaction with their roles.
- On-going faculty development is supported as evidenced by the on campus faculty development workshop held in 2015 and the two-day workshop scheduled in May 2016.
- The program of study incorporates face-to-face classroom instruction, student-centered learning activities, and the utilization of various levels of simulation/ skills lab.
- The program has active contracts with clinical affiliating agencies that provide a variety of clinical learning experiences.
- The nursing classrooms and skills lab are spacious with state-of-the-art technology.
- ADN graduates are able to easily obtain employment in the community.

Cons:

- None noted.

Staff Recommendation:

Move to accept the report of findings of the survey visit to the Texarkana College Associate Degree Nursing (ADN) Education Program in Texarkana, Texas (See Attachment #2).

**Summary of Survey Visit
Texarkana College in Texarkana, Texas
Associate Degree Nursing Education Program**

Purpose of Survey visit: Approval status changed to Full with Warning

Date of Visit: March 28-29, 2016

Board Staff Conducting Visit: Education Consultant Gayle Varnell, PhD, RN, CPNP-PC

Education Consultant met with:

Administration and Staff:

Russell, James Henry, CPA, President

McDaniel, Donna, Vice President of Instruction

Shoalmire, Courtney, MSN, RN, Dean of Health Sciences/Director Nursing Programs

Arnold, Linda, Administrative Assistant

Faculty:

Letha Colquitt, MSN, RN, ADN Coordinator

Kathleen Anglin, MSN, RN

Lesli Banister, MSN, RN

Elizabeth Delavan, MSN, RN

Sheila Moore, MSN, RN

Kellie Morse, MSN, RN

Cathie Murphy, MSN, RN

Sherry Roberson, MSN, RN

Cynthia Smith, MSN, RN

Students:

Thirty-five (35) Associate Degree Nursing Students (second level)

Education Consultant:

- Held initial conference with Dean of Health Sciences/Director Nursing Programs, President, and Vice President of Instruction;
- Observed a classroom;
- Interviewed thirty-five (35) ADN students who will be graduating in May 2016;
- Met with nine (9) faculty members;
- Toured campus and facilities housing the nursing program;
- Reviewed the curriculum, syllabi, Student Handbook, and Faculty Handbook;
- Reviewed exams and clinical evaluation tools;
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan; and
- Conducted exit interview with the Vice President of Instruction, Dean/Director, ADN Coordinator, and ADN faculty.

Summary of Findings:

Administration:

- Administration indicated the nursing program has comparable status with other education programs in the college.
- The nursing program continues to meet a need for an increased number of professional nurses in the local community and also attracts many students from the neighboring states of Louisiana and Arkansas.
- The nursing program is in the Division of Health Sciences. In addition to the ADN Program, TC offers programs in Vocational Nursing, Paramedic, Pharmacy Technician, and Certified Nurse Assistant (CNA).
- Courtney Shoalmire, MSN, RN, has been the director of the Nursing Programs since February 2015.
- There is strong administrative and faculty support for the ADN program.
- The Dean/Director does not carry a teaching load.

Program of Study:

- TC submitted a major abbreviated curriculum change which was approved in January 2015. The primary reason for the proposed curriculum change was to achieve compliance with the Texas Administrative Code, Title 19, Part 1, Chapter 9, Subchapter J, Rule 9.183 requiring nursing programs to reduce semester credit hours (SCH) to sixty (60). The old curriculum had a total of 72 SCH and the new curriculum has been reduced to 60 SCH.
- The program of study is well-organized and includes all Board required content.
- *The Differentiated Essential Competencies (DECS) (2010)* have been fully incorporated into the curriculum and clinical evaluation tools.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program.
- The 2015 Self-Study Report (SSR) identified factors that may have contributed to the decline in pass rate during the survey visit including the following:
 - A need to utilize standardized examinations throughout the curriculum;
 - A need for faculty development in teaching strategies and testing; and
 - Identification of at-risk students and provision of remediation after every exam.
- Standardized exams are now given throughout the curriculum and a comprehensive standardized exam is given at the end of the program of study. Students have the opportunity to take the exam twice and if unsuccessful after two attempts, must take a review course. The policy is clearly stated in the student handbook and students must sign that they have read and understand the policy.
- There have been item writing workshops held on campus for the faculty and another one is scheduled in May that will further address test construction as well as strategies for flipping the classroom.
- Students who do not make a passing score on an exam are now counseled and participate in remediation after every failed exam.
- TC has an articulation agreement with Texas A&M University, Texarkana.

Faculty:

- In addition to the Program Director who also serves as the Dean of the Health Sciences Division, the ADN Program has an ADN Coordinator who works closely with the

Dean/Director. There are thirteen (13) full-time and two (2) part-time faculty members teach in the ADN Program.

- The faculty meet Board qualifications and offer diversity in their cultural, educational, and clinical backgrounds. Faculty members are all experienced nurse educators.
- Faculty report they receive strong support from one another and the Program Director.
- The VN and ADN programs work together very closely and there appears to be a strong collegial relationship among the faculty of both programs.
- Faculty meetings are held on a regular basis and review of faculty meeting minutes revealed documentation regarding actions and rationale for actions.
- Board required policies are included in the Faculty Handbook.

Students:

- Students are admitted once a year in the Fall. The maximum number for each admission, based on current resources, is ninety (90) students. The program admits twenty (20) to thirty (30) transition students (LVN to ADN) in the summer.
- The following table includes student enrollment in the ADN program on February 24, 2016. The number of students in the first year includes eight (8) re-entry students and one (1) transfer student. The number of students in the second year includes nineteen (19) transition students and two (2) re-entry students.

ADN Program	Number of Students	Re-entry Students	Transfer Students
First Year	83	8	1
Second Year	73	2	0

- Students reported they enrolled in the ADN Program for a variety of reasons: the excellent reputation of the program in the Texarkana community; friends and relatives who have graduated from the program; and the individualized support they receive from faculty.
- The students identified the faculty support, mechanisms in place for student success, and the simulation lab as major assets of the program.
- Students agreed the program of study is preparing them for clinical practice. They cited clinical learning experiences as a highly rewarding part of the program.
- Student policies are well-defined and are written to include all Board required content.
- Student files are maintained with required documentation.
- Students have input into the program via course, faculty, and program evaluations.

Clinical Learning Experiences:

- The program has active clinical contracts with a variety of affiliating agencies that provide rich clinical learning opportunities.
- Skills lab and simulation lab activities are utilized prior to hands-on patient care experiences.
- Faculty provide supervision during all clinical learning experiences.
- Board faculty-to-student ratios are maintained.
- Clinical learning experiences are scheduled to correlate with didactic content.
- The clinical evaluation tools are based upon the DEC's.
- One faculty member coordinates the simulation lab and the individual faculty members set up and supervise the skills lab.

Facilities, Resources, and Services:

- The Program Director and faculty all have fully furnished private offices.
- The program has an administrative assistant who services both the ADN and VN programs.
- A full array of student services is available, including library, counseling, and computer resources.

Records and Reports:

- A written plan for systematic program evaluation includes all required components.
- The Total Program Evaluation (TPE) Plan, copies of the Nursing Education Program Information Survey (NEPIS), Compliance Audit for Nursing Education Programs (CANEP), and Faculty minutes are kept in the program director's office in a locked cabinet.
- Faculty files contain all documents required by Rule 215.7(c).
- Clinical affiliation agreements are current and easily accessible.
- Storage of files meets the requirement of Rule 215.12.

Total Program Evaluation:

- The TPE Plan provides data useful in program decision-making.
- Meeting minutes reflect aspects of the TPE implementation.

Agenda Item: 3.2.4.b.
Attachment #2
Board Meeting: April 2016

April 23, 2016

Courtney Shoalmire, MS, RN, Dean/Director
Associate Degree Nursing Education Program
Texarkana College
2500 North Robison Rd.
Texarkana, TX 75599

Dear Ms. Shoalmire:

At the April 21-22, 2016 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Texarkana College Associate Degree Nursing Education Program in Texarkana, Texas. It was the decision of the Board to accept the report of the survey visit.

If you have any questions or if we may offer assistance, please contact Board Staff at 512-621-5179 or gayle.varnell@bon.texas.gov.

Sincerely,

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

Copy: James Henry Russell, CPA, President