

**Report of Survey Visit
Baptist Health System School of Health Professions in San Antonio, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the report of the August 27, 2015 routine survey visit to the Baptist Health System School of Health Professions (BHSSHP) Vocational Nursing (VN) Education Program in San Antonio, Texas. The survey visit was conducted by Beverly Skloss, MSN, RN, Contract Program Evaluator.

Historical Perspective:

- The BHSSHP evolved from a private cluster of health science schools sponsored by the Baptist Health System. In 2003, Vanguard Health System (VHS) San Antonio Partners, LLC dba Baptist Health System, a subsidiary of VHS, Inc., acquired the organization.
 - In October 2013, the school and Baptist Health System were acquired by Tenet Healthcare Corporation and continue under Tenet's ownership.
 - The School of Nursing was the first school chartered by Baptist in 1903. Surgical Technology followed in 1955, Medical Imaging Technology in 1959, and VN in 1988.
 - The BHSSHP is comprised of the Bruce A. Garrett Medical Library and the following academic departments: Baccalaureate Degree Nursing, Health Information and Management, Medical Imaging Technology, Professional Nursing, Surgical Technology, VN, and General Education and Online Studies.
 - The VN program is located in the modern BHSSHP building located in the heart of the South Texas Medical Center.
 - Donna Wallis, MSN, RN, an experienced nurse educator, is the current Program Director and has served in this capacity for the past six (6) years.
- The NCLEX-PN® pass rates for the past five (5) years are reflected in the table below:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2014	Full	95.45%	21/22
2013	Full	100%	39/39
2012	Full	91.67%	44/48
2011	Full	91.89%	68/74
2010	Full	87.67%	64/73

Summary of Survey Findings (See Attachment #1)

Pros and Cons from Survey Visit:

Pros:

- Administration stated their full support for the VN program as it fulfills a continued need for nurses in the community.
- The program has active contracts with clinical affiliating agencies, including acute care facilities owned by Baptist Health System, that provide a full array of clinical learning experiences.
- The Program Director and faculty are experienced nurse educators and have served as faculty members at the BHSSHP VN Education Program for many years.
- Several faculty members have earned national teaching awards in nursing education.
- Faculty development is supported and on-going, as evidenced in faculty files.
- Faculty members demonstrated they are a cohesive group and supportive of one another and the students.
- Interviewed students strongly commended the faculty for their knowledge, communication, approachability, and availability.
- Facilities are modern and spacious with a fully equipped skills and simulation lab with high and medium fidelity to fulfill all needs of the program.

Staff Recommendation:

Move to accept the report of the survey visit to the Baptist Health System School of Health Professions Vocational Nursing Education Program in San Antonio, Texas and continue full approval of the program (See Attachment #2).

**Summary of Survey Visit
Baptist School of Health Professions in San Antonio, Texas
Vocational Nursing Education Program**

Purpose of Survey visit: Routine

Date of Visit: August 27, 2015

Board Representative Conducting Visit: Beverly Skloss, MSN, RN, Contract Program Evaluator

Program Evaluator met with:

- Marion Jewell, EdD, President
- Donna Wallis, MSN, RN, Vocational Nursing (VN) Program Director
- Janet Donaldson, MSN, RN, Faculty
- Sharon Branham, BSN, RN Faculty
- Susanne Duelm, BA, RN, Faculty
- Four (4) VN students

Program Evaluator:

- Reviewed the curriculum and all syllabi;
- Reviewed the Student Handbook and Faculty Handbook;
- Reviewed exams, assignments, and clinical evaluation tools;
- Reviewed clinical affiliation agreements;
- Interviewed four (4) VN students;
- Toured facilities housing the nursing program;
- Held initial conference with director and administration;
- Met with faculty members;
- Reviewed records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation Plan; and
- Conducted exit interview with Program Director.

Summary of Findings:

Administration:

- Administration indicated the nursing program fulfills a need in the local community and has comparable status with other education programs in the institution.
- Lines of authority are clearly defined and the administrator indicated total confidence in the Program Director.
- Donna Wallis, MSN, RN, has served as VN Program Director for six (6) years and has nine (9) years of nursing education experience.
- Ms. Wallis stated she is supported by administration to direct the program in all aspects and she does not carry a teaching load.
- Clear channels of communication between the Program Director and administration were evident.

Program of Study:

- The twelve (12) month program of study is designed to be completed in three (3) semesters and contains all Board required content.
- The program is comprised of 1500 clock hours: 656 didactic hours, including prerequisites, and 844 clinical hours.
- The organization of the curriculum is based upon simple to complex and designed to ensure students are competent in skills prior to entering the clinical setting.
- *The Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the curriculum. Clinical evaluation tools reflect the DECs.
- Standardized testing is used throughout the program for admission, progression, remediation, and readiness for the NCLEX-PN® examination.
- An effective process for testing and testing analysis is being used.
- Students interviewed commended the faculty for their knowledge, communication, approachability, and availability.
- Students interviewed indicated they would like more clinical and skills lab time but also indicated their experiences are “great”.
- Student success plans are in place for each student.

Faculty:

- Three (3) full-time and two (2) part-time faculty teach in the VN program.
- All faculty members are veteran nurse educators, having been with the school eight (8) years or longer. Several have received national nursing education awards.
- Faculty reported they feel supported by each other, the Program Director, and administration.
- The Board Program Evaluator noted that, although the faculty workload is included in the faculty handbook, policies could be more clearly defined. Faculty members indicate they have adequate time for instructional preparation.
- The faculty members currently have regular meetings with minutes available. Minutes reflect the use of the Total Program Evaluation Plan.
- A faculty development policy is in place and faculty records contain documentation of numerous faculty development activities in all areas.
- Faculty workshops have been held on-site with experienced speakers/educators regarding test writing, item analysis, and other nursing education topics.

Students:

- The program admits two (2) cohorts annually, in January and August, with a maximum of forty-five (45) students per cohort. The number admitted varies based on the number of qualified applicants.
- At the time of the survey visit, eighteen (18) students that started in January 2015 were enrolled in the program. A new cohort of fifteen (15) students was scheduled to begin Monday, August 31, 2015.
- Students reported they enrolled in the VN program because of the desire to become a nurse, strong reputation of the school, and the availability of enrollment slots.
- Students cited hands-on clinical learning experiences as being the most rewarding part of the program.
- Students stated that the policies are well-defined, clearly written, and available to students.

- Students expressed they are grateful for the abundance of NCLEX-PN® examination preparation infused throughout the program.
- Student representatives from the student organization have input in faculty meetings, as reflected in faculty meeting minutes.

Clinical Learning Experiences:

- The program has active clinical contracts with affiliating agencies, including the acute care hospitals owned by Baptist Health System. These provide rich clinical learning opportunities for the curriculum.
- Skills lab and simulation lab activities are fully utilized.
- Faculty provide supervision during all clinical learning experiences and maintain Board required ratios.
- Clinical learning experiences are scheduled to correlate with didactic content.
- Criteria for selecting clinical agencies are well-defined.
- The clinical evaluation tools are based upon course content and indicate expectations of student progression through the levels in the clinical experiences.

Facilities, Resources, and Services:

- A full array of student services is offered on the campus.
- Computer labs are available in the nursing building and students have twenty-four (24) hour access to online resources.
- Ample, open parking is available, adjacent to the program building.
- Classrooms are modern, spacious, and conducive to learning.
- Skills and simulation labs are large and adequately equipped.
- Media equipment is available for every classroom.
- The Program Director and faculty are provided with fully-furnished private offices.
- The Program Director has adequate clerical and secretarial support.
- The Program Director and faculty agreed that resources are adequate to meet all teaching needs.
- The modern facilities include restrooms, faculty and student lounges, break areas, and study areas.

Records and Reports:

- Faculty files provide evidence of faculty qualifications, responsibilities, and faculty evaluations.
- The program has a Total Program Evaluation (TPE) Plan that is designed to be used for decision-making.
- Meeting minutes are detailed and consistently reflect implementation of the TPE.
- Student files contain all documents required by Rule 214.
- Clinical affiliation agreements are current.
- Storage of files meets the requirement of Rule 214.12.

DRAFT LETTER

January 25, 2016

Donna Wallis, MSN, RN, Program Director
Vocational Nursing Education Program
Baptist Health System School of Health Professions
8400 Datapoint Dr.
San Antonio, TX 78229-3234

Dear Ms. Wallis:

At the January 21-22, 2016 meeting, members of the Texas Board of Nursing considered the report of the August 27, 2015 survey visit to the Baptist Health System School of Health Professions Vocational Nursing Education Program in San Antonio, Texas. It was the decision of the Board to accept the report of the survey visit and continue full approval of the program.

If you have any questions or if we may be of 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: Marion Jewell, EdD, President, Baptist Health System School of Health Professions