

**Report of Survey Visit
McLennan Community College in Waco, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the report of the November 3, 2015 routine six-year survey visit to the McLennan Community College (MCC) Vocational Nursing (VN) Education Program in Waco, Texas.

Historical Perspective:

- MCC VN Education Program began in Fall 1971.
- The last routine six-year survey visit was conducted in September 2008.
- Kimberly Sales-McGee MSN, RN has been the approved Program Director for the VN program since January 2008 and has been with the college for fifteen (15) years.
- The NCLEX-PN® examination pass rates for the past five (5) years are included in the provided table:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2014	Full	94.12%	48/51
2013	Full	75.61%	31/41
2012	Full	80.65%	50/62
2011	Full	79.66%	47/59
2010	Full	93.48%	43/46

Summary of Survey Findings:

- Board Staff identified many strengths of the program.
- Findings from the survey visit indicate an area in which the program is not in compliance with Board Rule 214 (See Attachment #1).

Pros and Cons from Survey Visit:

Pros:

- The VN Program Director is an experienced nurse educator and is respected by administration, faculty, and students.
- The VN program fulfills a need for nurses in the community served.
- The Health Professions Nursing Building (HPN) has been renovated and a new Health Professions Simulation (HPS) Building was built adjacent to the nursing building in 2012.
- There is low faculty turnover and faculty appears to be a cohesive, dedicated group that expressed satisfaction with their roles.
- The program of study incorporates face-to-face instruction, student-centered learning activities, and the utilization of various levels of simulation.
- 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.
- The VN program offers a variety of remediation and support services to the students.
- VN graduates are able to obtain employment in the community.
- Graduates who wish to further their nursing education have many options available to them without leaving the community in which they live.

Cons:

- Recent action by one acute care facility has challenged program faculty to reexamine clinical models to promote clinical learning experience opportunities in obstetrics/maternity.
- Students do not have a formal mechanism for input into the development of academic policies and procedures and curriculum planning.
- Clinical evaluation tools do not demonstrate course leveling.

Staff Rationale:

Board Staff has provided rationale for the requirement in the attached letter.

Staff Rationale for Requirement #1:

Rule 214.10(f) states: “. . .Clinical evaluation tools shall be correlated with level and/or course objectives and shall include a minimum of a formative and a summative evaluation for each clinical in the curriculum.”

Current clinical evaluations for Level I, II, and III, although based on the Differentiated Essential Competencies (DECs), use the same evaluation tool with the only difference being the cumulative scores in the four areas of the DECs and do not incorporate the existing Level I, II, or III objectives.

Therefore, no later than April 1, 2015, the program shall submit to Board Staff copies of the clinical evaluation tools for Level I, II, and III, which reflect the DECs as well as the objectives for each of the three (3) levels.

Staff Recommendation:

Move to accept the report of findings of the survey visit to the McLennan Community College Vocational Nursing (VN) Education Program in Waco, Texas and impose the requirements/conditions indicated in the attached letter (See Attachment #2).

**Summary of Survey Visit
McLennan Community College in Waco, Texas
Vocational Nursing Education Program**

Purpose of Survey visit: Routine survey visit

Date of Visit: November 3, 2015

Board Staff Conducting Visit: Education Consultants Gayle Varnell, PhD, RN, CPNP-PC and Sandi Emerson, MSN, RN

Education Consultants met with:

Johnette McKown, EdD, President
Donald C. Balmos, DMA, Vice President, Instruction
Glynnis Gaines, MSHS, Deal Health Professions
Sharon H. Allen, RNC, MS, ADN Program Director
Kim Sales-McGee, MSN, RN, VN Program Director
Angela Trotter, MSN, RN, VN Faculty
Johnny Montemayor, BSN, VN Faculty
Lis Painter, BSN, VN Faculty
Marylean Henderson, EdD, LPC, LSW, dedicated nursing counselor
Three (3) vocational nursing (VN) students
Donna Fouts, Sr. Administrative Nursing Secretary
Faith Glatter, ADN Administrative Secretary
Rebecca Crawson, VN Administrative Secretary

Education Consultants:

- Reviewed the curriculum and all syllabi;
- Reviewed the Student Handbook and Faculty Handbook;
- Reviewed exams and clinical evaluation tools;
- Toured campus and facilities housing the nursing program;
- Interviewed three (3) VN students;
- 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 (TPE) Plan; and
- Conducted exit interview with VN Director, ADN Director, and Dean of Health Professions.

Summary of Findings:

Administration:

- Administration indicated the nursing program is in alignment with the university's mission, vision, and values. The program adds worth to the university and continues to meet a need for increased numbers of professional nurses in the local community.
- The nursing program is in the School of Health Professions. In addition to the VN Program, MCC offers an Associate Degree in Applied Science in Nursing, Medical Laboratory Technician, Occupational Therapy Assistant, Physical Therapist Assistant, and Radiologic Technology.

- Kim Sales-McGee, MSN, RN, has been the director of the VN Program since January 2008.
- There is strong administrative and faculty support for the VN program.
- Communication between administration, including the Dean of Health Professions, and the director were apparent.
- According to the Program Director, VN graduates are not only able to obtain employment in local, as well as surrounding clinical affiliating agencies, but also are able to continue their education at MCC.
- The Director carries a teaching load of three (3) credit hours per semester.

Program of Study:

- The curriculum consists of four (4) general education (prerequisite courses) and thirteen (13) nursing courses. The twelve (12) hours of general education courses can be completed in one (1) semester followed by three (3) semesters of nursing courses. Nursing courses total thirty-five (35) credit hours and general education courses total twelve (12) credit hours for a sum of forty-seven (47) credit hours in the entire program.
- 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.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program.
- All VN students are required to take the Health Education Systems Incorporated (HESI) PN exit exam during the semester of graduation from the program. Students who have a HESI score of below 850 on the HESI-PN Exit Exam must remediate before the Affidavit of Graduation (AOG) will be completed for the student. Remediation mechanisms are in place and the policies are clearly stated in the Student Handbook.
- General education courses are delivered online or face-to-face while all nursing courses are provided face-to-face with the exception of VNSG 1119 Professional Development and Leadership which is offered as a hybrid course.
- Graduates of the VN program have a variety of options available to continue their nursing education either through transitioning to MCC's ADN program or articulating to LVN-BSN programs offered by Tarleton State University at MCC's University Center.

Faculty:

- In addition to the Program Director, five (5) full-time faculty members and two (2) part-time faculty members teach in the VN Program. The faculty meets Board qualifications and offers diversity in their cultural, educational, and clinical backgrounds. Faculty members are all experienced nurse educators.
- Faculty verbalized that there is low turnover in administration and faculty.
- Faculty report they receive strong support from one another and the Program Director.
- The VN and ADN programs work 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.

Students:

- Students are admitted two (2) times during the year in January and August.
- Currently, forty-five (45) students are enrolled in the program, as follows:

<u>Cohort Graduation Date</u>	<u>Number Enrolled</u>
December 2015	20
May 2016	25

- Students reported they enrolled in the VN Program because of the excellent reputation of the program in the Waco community and the individualized support.
- The students identified the faculty support, mechanisms in place for student success, state-of-the-art simulation lab, and small classroom size 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.
- Interviewed students articulated that although their nursing instructors had high expectations of the students and held them accountable for learning, there was an atmosphere of positivity among the faculty that made them want to achieve.
- 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 but state that they are not represented in faculty meetings. According to the Student Handbook, there is a Student Affairs Committee with student representation already established. (Student Handbook, p. 45). Neither the faculty, director, or dean mentioned this committee when discussing the lack of student representation during the exit interview.

Clinical Learning Experiences:

- The program has active clinical contracts with a variety of affiliating agencies that provide rich clinical learning opportunities.
- The program is seeing a decline in clinical opportunities in obstetrics/maternity for VN students and are looking at other opportunities, such as simulation, to meet these objectives. MCC has a separate high-fidelity simulation lab for obstetrics simulations, complete with birthing mother and newborn manikens.
- Although the program has the faculty to admit thirty-five (35) students per cohort, the program has elected not to exceed twenty-five (25) students per cohort due to availability of clinical sites.
- Skills lab and simulation lab activities are utilized prior to hands-on patient care experiences.
- Faculty provides 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, but do not measure progression of the student according to level objectives.
- The skills/simulation labs are open to students for practice.

Facilities, Resources, and Services:

- In 2011 the Nursing Health Careers (NHC) building was renovated and renamed the Health Professions Nursing Building. Classrooms and student study areas are located in this building.
- The facilities housing the VN Program are spacious and equipped with numerous audio-visual equipped classrooms, student study areas, and computer labs.
- A 15,600 square foot Health Professions Simulation (HPS) building located next to the NHC includes two 10-bed simulation wards, one labor and delivery, one critical care unit, and one trauma area. All are equipped with mid and high-fidelity simulation manikins. There is a control room for both simulation labs allowing faculty to observe students through one-way mirrors and also record students during simulations. There also are three (3) debriefing rooms.
- The VN students have an opportunity to participate in interdisciplinary training as addressed in the Institute of Medicine (IOM) 2010 Report both within MCC programs and with other educational institutions within the community.
- The simulation facility also serves as a Gaumard® training site. Gaumard is one of the leading companies in developing simulators to train health care professionals..

- Faculty offices are located both in the NHC and HPS buildings. A full array of student services including counseling, financial aid, and career placement are offered on the MCC campus. Nursing also has its own dedicated counselor.
- The Program Director, as well as full-time faculty, all have fully furnished private offices.
- The program has full-time clerical and secretarial support.
- The clerical staff have individual offices.

Records and Reports:

- Student records are maintained for five (5) years and are kept in a fire-proof cabinet located in a locked office.
- The Total Program Evaluation (TPE) Plan, copies of NEPIS, CANEP, and Faculty minutes are kept in the program director's office in a locked fireproof cabinet.
- Meeting minutes reflect aspects of the TPE implementation.
- Faculty files contain all documents required by Rule 214.7(c).
- Clinical affiliation agreements are current and easily accessible.
- Storage of files meets the requirement of Rule 214.12.

Draft Letter

January 23, 2016

Kimberly Sales-McGee, MSN, RN
Vocational Nursing Education Program
McLennan Community College
1400 College Drive
Waco, TX 76708

Dear Ms. Sales-McGee:

At the January 22-23, 2016 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the McLennan Community College Vocational Nursing Education Program in Waco, Texas. Board members wish to extend to you appreciation for your dedication to nursing education in Texas for the past fifteen (15) years. It was the decision of the Board to accept the report of the survey visit and impose the requirement/condition as indicated below:

Requirement #1:

No later than April 1, 2015, the program shall submit to Board Staff copies of the clinical evaluation tools for Level I, II, and III which reflect the DEC's as well as the objectives for each of the three (3) levels.

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: Johnette McKown, EdD, President
Glynnis Gaines, MSHS, Dean Health Professions