Report on Implementation of the
Knowledge, Skills, Training, Assessment and Research (KSTAR) Pilot

Summary of Request:
This agenda item is for information purposes to update the Board on the implementation of the KSTAR Pilot Program for Nurses.

Historical Perspective:
In October 2013, the Board approved a two-year pilot program with the Texas A&M Health Science Center Rural and Community Health Institute (RCHI) and the College of Nursing (CON) to offer the KSTAR program for nurses with practice violations that result in a disciplinary sanction of a warning and below. Knowledge, Skills, Training, Assessment and Research (KSTAR) is a comprehensive program that utilizes an individualized assessment of the nurse with practice breakdowns, to design a personalized remedial education plan aimed at correcting any knowledge deficits that may exist. Monitoring and follow-up are built into the program.

The KSTAR pilot program enrolled its first cohort of nurses in November 2014. In April 2015, the Board approved continuation of the KSTAR Pilot Program and directed Board Staff to continue to offer KSTAR as an alternative method of discipline to a maximum of four nurses per month who meet inclusion criteria.

At the July 2015 quarterly Board meeting, Board Staff provided the Board with updates to the pilot leadership team including the addition of Debra Matthews, PhD, RN, Associate Dean for Academic Affairs at the Texas A&M Health Science Center CON and Dr. Susan Moreland, MSN, PhD, RN, HACP, KSTAR Nursing Program Manager and plans to reapply for approval to the Texas A&M Health Science Center Institutional Review Board to conduct the research aspect of the pilot. Following the July 2015 Board meeting, RCHI established an agreement with the CON to ensure nursing faculty participate in the KSTAR Nursing assessments including simulation, individualized teaching plans, evaluations, and biweekly teleconferences with Board Staff to discuss participant progress and any program issues.

In October 2015, the Board approved a 2-year extension of the pilot to continue through October 2017. The KSTAR Nursing RCHI, CON and BON team submitted an application to the Texas A&M Health Science Center Institutional Review Board (IRB) to conduct research to evaluate the effectiveness of the KSTAR pilot that was approved on November 17, 2015. In January 2016, the Board approved Board Staff to offer a referral to the KSTAR Nursing program by agreed order to up to eight (8) nurses per month who meet eligibility criteria.

Current Perspective:
As of April 1, 2017 seventy six (76) agreed Board orders for the KSTAR program have been ratified. Additionally:

- Sixty seven (67) nurses have enrolled in the KSTAR Nursing program;
- Forty eight (48) nurse participants have successfully completed the program;
- Fourteen (14) nurse participants are in the process of completing the program;
- Six (6) nurse participants have been referred back to the Board; and
- Three (3) nurses failed to enroll in the KSTAR Nursing program.

The KSTAR Nursing pilot program team continues to meet by teleconference regularly to discuss program progress, review progress reports, track pending referrals, and address any issues that arise.

The current research study IRB approval will end in August, 2017 and the Board approval of the pilot ends in October, 2017. The KSTAR Nursing pilot team anticipates presenting a full report of the pilot with recommendations to the Board at its January 2018 quarterly meeting.

Recommended Action: This is a non-action item for information and discussion only.