

### **Report on Communication Activities With Nursing Education Programs**

This report describes the participation of the Nursing Consultants for Education of the Texas Board of Nursing (Board) in activities to promote communication with Texas pre-licensure nursing education programs and stakeholders.

#### **Texas Association of Deans and Directors of Professional Nursing Programs (TADDPNP)**

On February 3, 2017, the Consultants for Nursing Education attended the TADDPNP conference held in Austin at the Omni Hotel. The conference was attended by deans and directors of professional nursing education programs from across the state. Representatives from the Board, Kathy Thomas, Executive Director; Mark Majek, Director of Operations; and Dr. Virginia Ayars, Nursing Education Consultant, presented updates and timely information specific to pre-licensure programs and Board processes. Audience response to the presentations was positive. Many attendees expressed appreciation for the relevance of the topics, as well as the opportunity to dialogue with Board Staff. The next TADDPNP meeting is scheduled for October 2017.

#### **Deans, Directors, and Coordinators Orientation**

Board Rule 214 Vocational Nursing Education and Rule 215 Professional Nursing Education require that a newly appointed dean, director, interim dean or director, or coordinator of a nursing education program attend a face-to-face orientation provided by Board Staff. This is a two-part process. At the time of appointment and approval, Board Staff provide a new dean/director/coordinator with an electronic version of the *Nursing Education Program Director Orientation Module*, which provides basic content regarding Rules 214 and 215. Completion of the module is the first part and is required prior to attendance at the orientation workshop, the second part of the orientation process for new program administrators.

A face-to-face, day-long session of the Deans, Directors, and Coordinators Orientation was held in the William P. Hobby Building in Austin, Texas on February 17, 2017. The session complemented and enhanced the self-paced orientation module, providing an opportunity for participants to further their knowledge of Rules 214 and 215 through staff presentations, question and answer segments, and group discussions. Additionally, participants were awarded Continuing Education hours for attending the full-day orientation.

The February orientation session was attended by thirty-two (32) deans, directors, and coordinators from professional and vocational nursing education programs throughout the state. The Education Consultants presented various topics, such as an overview of the Board; Nursing Education Program Information Survey (NEPIS); Education Rules; Clinical Learning

Experiences; Clinical Preceptors; Simulation; Program of Study; Total Program Evaluation; and Designing a Toolkit. Mark Majek, Director of Operations, discussed the process for mandatory criminal background checks for students enrolled in pre-licensure nursing education programs. Anthony Diggs, Director of Enforcement, presented information about the Petition for Declaratory Order. The day concluded with a Question and Answer session.

As with previous orientation sessions, participant evaluations of the session were very positive with attendees expressing appreciation for the information, examples, and explanations from Board Staff. Several participants remarked that these are thorough, informative sessions, which provide good resources for Program Directors. Additional comments commended the Education Team for providing interactive, well-organized presentations. The next face-to-face orientation session will be held June 16, 2017.

### **Texas Organization for Associate Degree Nursing (TOADN)**

On February 23, 2017, Kristin Benton, Director of Nursing, and Dr. Janice Hooper, Lead Nurse Consultant for Education, presented Board up-dates and information regarding Preparing Students for the NCLEX. The meeting was held at the Renaissance Hotel in Austin, Texas.

### **Self-Study Conference Calls**

Rule 214.4(c)(2)(B) stipulates that the first time a nursing program has an NCLEX® passing score of less than eighty (80) percent for first-time NCLEX-PN® candidates, a Self-Study Report (SSR) is written and submitted to Board Staff by a specified deadline. In February and March 2017, the Education Consultants held conference calls with nine (9) vocational nursing education programs that had 2016 NCLEX-PN® examination pass rates below eighty (80) percent. The calls allowed Program Directors and faculty an opportunity to ask questions about development and completion of the SSR. Program directors and faculty were appreciative of the meetings with the consultants. Upon receipt of the Self-Study Reports, the Nursing Consultants for Education read each report and responded to each program with a letter of acknowledgment, including suggestions or comments specific to corrective actions, as well as responding to requests for additional information.

### **Nursing Education Department Newsletter**

The purpose of the electronic education newsletter is to update program directors and faculty, facilitating open communication between nursing education programs and Nursing Consultants for Education. Responses received from program directors are positive, with appreciation voiced to Board Staff for the information shared in recent issues. (See Attachment #1).

In March, the Nursing Consultants for Education released the latest edition of the electronic newsletter to all pre-licensure nursing education programs in Texas. The newsletter contains items related to education, and operations of nursing education programs. Topics shared included the 25% Rule, which requires Board approval for an increase in enrollment;

using the Total Program Evaluation Plan as an action plan; transfer students and the SACs residence requirement; use of exit exams; ACEN or CCNE accredited programs reporting requirements; the up-coming NCLEX workshop; CEs now offered for new Deans, Directors, and Coordinators workshops; and Peer Review and Safe Harbor.

**STAFF RECOMMENDATION:**

This is an informational report. No action is required.



# Nursing Education Newsletter

Texas Board of  
Nursing

March 2017

Volume 5, Number 1

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## Greetings from the Education Consultants

*A word from the Editor, Gayle P. Varnell, PhD, RN, CPNP-PC (our FROG Expert)*



**Find, Reflect, Organize, & Generate news = FROG**

The Texas Board of Nursing Education Consultants have prepared this newsletter for information purposes for programs. Please share with the nursing faculty in your school.

### **Contact Information for the Education Team:**

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## Did you know? There are Education Guidelines Specifically Related to ACEN & CCNE Accredited Programs?

Nursing programs accredited by the Accreditation Commission for Education in Nursing (ACEN) and/or the Commission on Collegiate Nursing Education (CCNE) should provide the Texas BON with accreditation reports from the accrediting agencies – see [Education Guideline 3.2.4.a. Nursing Educational Programs Accredited by ACEN and-or CCNE](#)

When a program has a voluntary nursing accreditation visit/review, the program should submit a copy of the official accreditation letter and applicable reports to their assigned Nursing Education Consultant.

## Upcoming Education Events

### Quarterly Board Meeting

The next Quarterly Board Meeting is April 20-21, 2017 at the William P. Hobby Building in Austin, Texas. Board Meeting agendas and minutes are available on the Texas Board of Nursing website under the **News** heading.

### Deans, Directors, and Coordinators Orientation

The next Deans, Directors, and Coordinators Orientation is scheduled for Friday, June 16, 2017.

Please contact Jackie Ballesteros for more information at (512) 305-6850

### Contact Us

Education Questions  
(512) 305-6816

Education FAQs

Texas Board of Nursing  
333 Guadalupe, Suite  
3-460  
Austin, Texas 78701

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## The 25% Rule: When Nursing Programs Need Approval to Increase Enrollments

Rule changes effective April 19, 2016 require Board approval for an increase in nursing student enrollment of 25% or greater by headcount in one (1) academic year for each nursing program offered.

This rule does NOT apply to nursing programs that are accredited by a national nursing accreditation organization since such an increase would require a substantive change approval from the nursing accreditation organization (ACEN, CCNE).

Programs that do NOT hold national nursing accreditation shall submit a proposal for an increase in enrollment of 25% or more over the previous year's enrollment.

Pertinent points:

- Experience indicates that when programs increase enrollments rapidly, their resources are stretched, faculty experience burnout, and clinical agencies are challenged to provide adequate clinical space. This often results in turnover in faculty and poorer performance of students in the program and on the NCLEX examination.
- Another phenomenon with rapidly growing enrollments in programs is that students do not progress with on-time graduation, resulting in a larger volume in the total enrollment in the program with the addition of newly admitted students as well as current students moving at a slower pace through the program.

For questions, please contact your Education Consultant.

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## NCLEX<sup>®</sup> REGIONAL Workshop on July 28th

Presented by NCSBN Examination Staff

FOR NURSING FACULTY ONLY



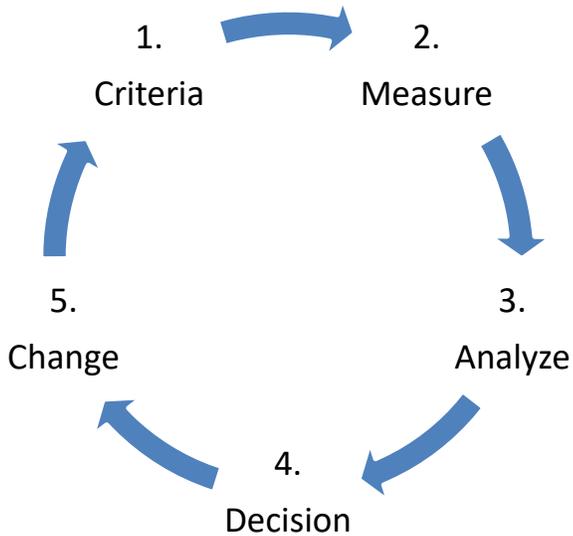
The NCSBN Examination department content staff will conduct a one-day board of nursing-sponsored regional workshop for the purpose of providing information to educators who prepare students to take the NCLEX<sup>®</sup> examination. The presentation will include a session on item-writing.

Registration information will be forthcoming.

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## Getting the most from the Total Program Evaluation Plan

The secret behind ongoing success of the nursing education program is the consistent use of the Total Program Evaluation Plan (TPE). The TPE must be called into use on a regular basis to determine what is working, what is not working, and what needs changing.



### STEPS IN EVALUATION AND QUALITY IMPROVEMENT:

Criteria = what to measure

Measure = how to measure

Analyze = what does it mean?

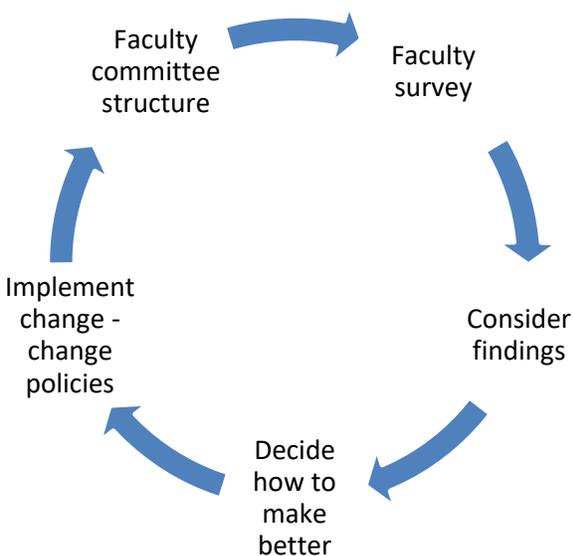
Decision = what do we do?

Change = implement change or maintain status quo

Every aspect of the program should be regularly evaluated (See Education Guideline 3.11.1.a.)

Suggestion: Plan a regular agenda item for faculty meetings to consider findings for specific areas and use data to make decisions. You should see the improvements.

Example:



The wheel keeps turning



Even Total Program Evaluation Plans need regular evaluation!

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## Free Continuing Nursing Education (CNE) Hours for Deans, Directors, and Coordinators Orientation Sessions



The Texas Board of Nursing (Board) is now an approved provider of continuing education by the Alabama Board of Nursing (ABN), ABNP 1509, expiration date August 17, 2020. The Board's Education Department has been approved by the Board's Educational Offerings Division to award 7.5 contact hours of CNEs for the Deans, Directors, and Coordinators Orientation Sessions.

Please be mindful of the following requirements for Learners to be awarded CNEs:

- Learners arriving more than fifteen (15) minutes late will not be eligible to receive CNE;
- Any Learner who leaves before the educational offering is completed will not receive CNE;
- No partial CNE hours will be awarded for partial participation; and
- Learners must submit completed evaluation forms to receive CNEs.

Certificates of Completion will be awarded in accordance with Texas Board Rules and consistent with ABN applicable laws and rules. The certificates will be available for download in the Learner's online learning account after successful completion of all CNE requirements.

### Future CNE Offerings Survey

In an effort to meet ongoing needs of Learners, the Education Department requests that Deans, Directors, Coordinators, and faculty members submit topics of interest to Board Staff for future workshop presentations. Subjects may include: peer review in nursing education programs, concept-based curriculum, faculty development resources, and the importance of program policies.

Please advise us how to better serve you! E-mail suggestions to Virginia Ayars, Education Consultant, at [Virginia.ayars@bon.texas.gov](mailto:Virginia.ayars@bon.texas.gov).

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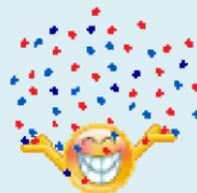
## *For Recognition of Greatness . . .*

**Dr. Susan Lee, PhD, RN, CNE**



*Congratulations on this wonderful  
accomplishment.*

*Dr. Lee is now a CNE  
Well done!*





## Check your Contact Information

Please check the contact information for your program on the [Board of Nursing](#) Web Page under Education, then Formal Education Programs for Students. Separate lists are provided for each program type: Vocational Nursing Education and Professional Nursing Education Programs.

<i>Program Code</i> <i>Assigned Consultant</i>	<i>Nursing Program</i>	<i>Contact</i>	<i>Approval Status</i>
US27----- Consultant initials	<b>PROGRAM NAME</b> Mailing address City, State, Zip Code	<b>Approved Program Director</b> Email address Office phone number Fax number Nursing School phone number Web address	INITIAL INITIAL WITH WARNING FULL FULL WITH WARNING CONDITIONAL

Make sure all contact information is correct. Do NOT provide your personal or cell phone number since this is public information.

Other boxes to check for accuracy:

- ✓ *Nursing accreditation*
- ✓ *Tracks (for professional nursing programs: i.e., LVN to ADN, generic, accelerated)*
- ✓ *Extension site locations*

Information provided on the web site has been obtained from the NEPIS and is helpful to potential students seeking particular options.

Please indicate on the NEPIS if you offer online courses so we may add this information to our web site.

Note: Any revisions in contact information take a few days for updating.

## Transfer Students and the SACs Residence Requirement

With the recent closures of Texas Nursing Education Programs and the need for students to find placements, Board Staff received many questions from Program Directors regarding the ability to accept transfer credits and still comply with the Southern Association of Colleges and Schools (SACS) requirement.

In accordance with accreditation guidelines under SACS, a minimum of 25% of the coursework must be taken at a program to receive a degree from that program. The minimum applies to all coursework. Because of the significance of awarding credit for coursework, a program must ensure that credit hours awarded for courses conform to commonly accepted practices in higher education.

The keys to better understanding transfer credit and SACS residence requirements are “comparability” and “responsibility” for academic quality. Transfer students should demonstrate the same knowledge, skills, and abilities as students in the program to which that are transferring. Students should be prepared to provide supporting documentation of prior coursework, including course descriptions and syllabi.

When transferring courses from Texas institutions, the Texas Common Course Numbering System (TCCNS) may be used to transfer credit for courses offered by regionally accredited state institutions. Although no specific limit is placed upon the number of transfer/substitution credits that may be accepted, per SACS requirement, all transfer students must complete a minimum of 25% of all coursework in the degree granting institution.

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## Nursing Peer Review

*By Denise Benbow, MSN, RN, Practice Consultant*



Denise Benbow, MSN, RN is a Nursing Consultant for Practice at the Texas Board of Nursing and has been in this role since 2007. Denise is participating in the National Council of State Boards of Nursing’s Institute for Regulatory Excellence and is developing a research project on nursing practice breakdown related to minor incidents.

Denise will be sharing her expertise on practice issues. Please watch for the next newsletter when she will be addressing the topic of Safe Harbor.

### Establishment of Committee

The broad purpose of nursing peer review (NPR) is to evaluate nurses and nursing practices (Texas Occupations Code, Chapter **303.001** (5) and 22 TAC **§217.19** (a)(14)). The current peer review rules were adopted in 2008 and amended in 2012. This article will address the establishment of the nursing peer review committee (NPRC).

An employer of 10 or more nurses is required to establish a nursing peer review committee (Tex. Occ. Code **§303.0015**). This includes nursing education programs. The NPRC will perform incident-based nursing peer review, safe harbor nursing peer review, review for factors beyond the nurse’s control when certain employment conditions are met, and serve to meet a nurse’s mandatory reporting obligation.

An employer who is required to establish NPR must have policies and procedures to guide and implement NPR within the employment setting. This includes policies specific to incident-based peer review (IBPR) and safe harbor peer review (SH) (please see 22 TAC §§**217.19** & **217.20**). The IBPR rule specifically requires the policies to have an effective date [**§217.19(d)(2)(E)**].

There are a number of resources related to NPR on the Board of Nursing website including under Practice, FAQs, and Forms from the home page. For more information about NPR please visit: [http://www.bon.texas.gov/practice\\_peer\\_review.asp](http://www.bon.texas.gov/practice_peer_review.asp).

## Texas Board of Nursing Offers Three Different Venues for Continuing Nursing Education:

Please visit the Continuing Education Course Catalog at <https://www.bon.texas.gov/catalog/> for more information about the Board's Workshops, Webinars, and Online Courses.

Workshops	Webinars	Online Courses
<b>Upcoming Workshops</b>	<p><b>Protecting Your Patients and Your Practice – 7.0 contact hours</b></p> <p><u><a href="#">Wed Mar 22 2017</a></u> <u><a href="#">I.J. Pickle Research Campus, Austin, TX</a></u></p> <p><u><a href="#">Thu Jun 22 2017</a></u> <u><a href="#">DoubleTree by Hilton, Houston, TX</a></u></p> <p><u><a href="#">Thu Sep 14 2017</a></u> <u><a href="#">Hilton Garden Inn, Lubbock, TX</a></u></p> <p><u><a href="#">Tue Nov 7 2017</a></u> <u><a href="#">Radisson Hotel El Paso Airport, El Paso, TX</a></u></p> <p><u><a href="#">Thu Nov 16 2017</a></u> <u><a href="#">Holiday Inn Corpus Christi Airport, Corpus Christi, TX</a></u></p>	
<b>Upcoming Webinars</b>	<p><b>APRN Application Process – free, no CEs awarded</b></p> <p><u><a href="#">Thursday April 6 2017</a></u> 10:00 am – 11:00 am Central Time</p> <p><b>LVN Scope Of Practice – 1.2 contact hours (\$25)</b></p> <p><u><a href="#">Friday May 12 2017</a></u> 10:30 am – 11:30 am Central Time</p>	
<b>Online Courses</b>	<p><b><u><a href="#">Nursing Regulation for Safe Practice</a></u> *- 2.0 contact hours (\$25)</b></p> <p>*This course meets the 2-Hour CNE requirement for nursing jurisprudence and ethics established during the 2013 Legislative Session.</p> <p><b><u><a href="#">Documentation: So Let It Be Said . . . In Writing That Is</a></u> – 1.0 contact hour (\$25)</b></p> <p><b><u><a href="#">Prescriptive Authority for APRNs</a></u> – 1.0 contact hour (\$25)</b></p> <p><b><u><a href="#">APRN Scope of Practice</a></u> – 1.0 contact hour (\$25)</b></p> <p><b><u><a href="#">APRN Scope for Faculty and Students</a></u> – free, no CEs awarded</b></p>	

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## Responses to Questions the Education Consultants have Received:



We have been asked what happened to the nursing students who were enrolled in nursing programs that closed . . .

First, we are aware that many individual students who were affected by the closure have gone to other nursing programs. Thank you for reaching out and for being willing to take them as transfer students. If you have some of these students, we would like to hear from you.

### UPDATE ON ITT STUDENTS:

- Mountain View College has fourteen (14) ITT students who started classes in January 2017 and they are due to complete the program in May 2018.
- Tarrant County College (TCC) Nursing Program admitted eighteen (18) ITT students in the program to assist with degree completion. The students were required to meet the minimal requirements (HESI A2) for students applying to TCC and TBON background clearance process. Many of the students admitted met or exceeded the HESI benchmark for nursing courses completed. Eleven of the 18 went into the Complex (capstone) course, three (3) students went into the OB/PEDI course and four (4) students went into the Adult course. The students participated in a lengthy orientation (2-day Nursing Boot Camp, Technology orientation, and course orientation) to acclimate them to the college and nursing program.

### UPDATE ON CAREER POINT COLLEGE STUDENTS:

In an informal survey regarding Career Point College (CPC) student placements after the school's closure, the majority of Program Directors reported that:

- There were no applicants from CPC
- Applicants did not meet transfer admission criteria
- Applicants failed to complete placement exams and skills demonstrations
- No follow-up from students after initial contact
- No space for transfer students as program was at capacity
- Student was offered admission, met criteria, but chose another program

Three (3) programs accepted a total of three (3) Associate Degree Nursing (ADN) students and one Vocational Nursing (VN) student with less than 25% of credits.

One program accepted 47 VN and 14 ADN students with less than 50% of credits.

National American University (NAU) developed a teach out plan, using the curriculum, faculty, and facilities of CPC wherever possible. NAU admitted 350 VN and 120 ADN students with more than 50% of their credits toward completion.

We welcome any and all input to our newsletter. If there is anything that you are interested in learning about, please let us know. We are here to assist you and look forward to hearing from you.

The following is a question from one of our programs:

What are schools doing that are best practices to promote transition from LVN to RN and from RN to BSN?  
We would like to hear from you on this topic for our next newsletter.

E-mail your responses to Gayle Varnell, Education Consultant, at [gayle.varnell@bon.texas.gov](mailto:gayle.varnell@bon.texas.gov) and we will include your responses in our next newsletter.