

**Report of Survey Visit
Lamar State College Port Arthur in Port Arthur, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the report of the January 31- February 1, 2017 survey visit to Lamar State College Port Arthur (LSCPA) Associate Degree Nursing (ADN) Education Program in Port Arthur, Texas. This was a joint survey visit of the ADN and Vocational Nursing (VN) education programs with separate Board reports for each.

Historical Perspective:

- LSCPA began in 1909 when the Port Arthur Business College was founded. The campus was renamed Lamar State College Port Arthur in 1999.
- LSCPA is accredited by the Southern Association of Colleges and Schools Commission on Colleges.
- LSCPA is a public two-year college offering a variety of associate degrees and certificates. In the Department of Allied Health, programs including: Surgical Technology, Drug and Alcohol Abuse Counseling, Licensed Vocational Nursing (LVN) to ADN, and VN are offered.
- The LSCPA ADN Education Program began operation in 1995. In 2010, the program delivery method changed from face-to-face to entirely on-line and was available statewide to LVNs. In 2011, the program was required to submit a self-study report due to the 2010 NCLEX-RN® pass rate of 66.67%. Although the program implemented corrective measures to improve graduates' success, the 2011 NCLEX-RN® was 78.08%. At the January 2012 Board meeting, the approval status of the program was changed from FULL to FULL WITH WARNING based upon the NCLEX-RN® pass rate below 80% for two consecutive years and other factors. A survey visit to the ADN program was conducted in November 2012, which identified areas of noncompliance. At the January 2013 Board meeting, the program's approval status was changed from FULL WITH WARNING to CONDITIONAL based on survey findings and pass rate as the 2012 NCLEX-RN® examination pass rate was 66.18%. The program was restricted from enrolling additional students in the program and a follow-up survey visit was conducted in April 2013. Despite implementation of corrective measures, the 2013 NCLEX-RN® examination pass rate for the ADN program was 63.06%. At the January 2014 Board meeting, approval was withdrawn.
- In January 2015, a new ADN Education Program at LSCPA, which is a 12-month, face-to-face program designed as an LVN-to-ADN track, was approved by the Board. The initial enrollment was 30 students. The first cohort graduated in December 2016 and an initial NCLEX pass rate will be listed for 2017.

- Shirley MacNeill, MSN, RN, CNE, is the Allied Health Department Chair and ADN Program Director.

Summary of Survey Findings (See Attachment #1):

- A survey visit was conducted to the Lamar State College Port Arthur ADN Nursing Education Program on January 31- February 1, 2017 by Susan Lee, PhD, RN, CNE as a follow-up to a change in approval status to FULL.
- Findings from the survey visit indicate the program is in compliance with Board Rule 215.

Pros and Cons from Survey Visit:

Pros:

- The ADN Program Director, Shirley MacNeill, MSN, RN, CNE has served in this role for three years. Prior to that, Ms. MacNeill taught in the LSCPA VN Education Program for seven years, followed by teaching in the ADN Education Program for eight years.
- The ADN faculty are all Masters- prepared Registered Nurses (RNs); two of whom are Advance Practice RNs. Signs of fellowship and administrative backing to facilitate student success are evident in conversations and interactions.
- The survey visit indicated that the nursing program director and nursing faculty are progressive and innovative in their approach to nursing education incorporating concept-based curriculum and the Texas Model. Simulation equipment and computer technology, (i.e., testing, teaching strategies, student assignments) are evident. A variety of methods are used for the evaluation of students, including clinical evaluation tools. Faculty demonstrate a cooperation and respect in a positive learning environment for the students (See Attachment #1).

Cons:

- The ADN, VN, and Surgical Technology programs all utilize the same three classrooms, computer labs, and simulation/skills labs, which must be scheduled in advance for availability. If these programs grow, additional facility space will be needed.
- The budget from 2015-2016, which was before the program began, was more than the current 2016-2017 budget, which may have affected growth and efficiency. Professional development for faculty related to Concept-Based Learning, exam building, and best practices in clinical experiences will not be available until the budget for 2017-2018 is implemented. Additionally, the education program is unable to purchase and implement programs to teach Electronic Health Records (EHR) until 2017-2018.

Rationale for Staff Recommendation:

Rule 215.11. (d) states, "The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body."

Rule 215.11.(5) states, "Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used."

The college anticipates enrollment growth and additional space will be required to accommodate more students.

Staff Recommendation:

Move to accept the findings in the report of the survey visit conducted on January 31- February 1, 2017 to Lamar State College Port Arthur Associate Degree Nursing Education Program in Port Arthur, Texas and issue the recommendation below:

Recommendation #1:

- The college administration and the program director are encouraged to consider additional future classrooms, if there are plans to increase enrollment in the ADN Education Program.

**Summary of Survey Visit
Lamar State College Port Arthur in Port Arthur, Texas
Associate Degree Nursing Education Program**

Purpose of Survey visit: Routine visit following first NCLEX pass rate

Date of Visit: January 31- February 1, 2017

Nursing Education Consultant Conducting Visit: Susan Lee, PhD, RN, CNE

Nursing Education Consultant met with:

- Betty Reynard, Ed.D., President;
- Sheila C. Trahan, M. Ed., RDMS, RT, Dean of Technical Programs;
- Gary Stretcher, PhD, Vice President for Academic Affairs;
- Shirley MacNeill, MSN, RN, CNE, Allied Health Department Chair, ADN Program Director;
- Four (4) nursing faculty; and
- Eight (8) nursing students.

Education Consultant:

- Held initial conference with Program Director and administration;
- Reviewed the curriculum and all syllabi;
- Reviewed the Student Handbook, Faculty Handbook, and clinical contracts;
- Reviewed exams and clinical evaluation tools;
- Toured Port Arthur facilities housing the nursing program;
- Met with eight nursing students;
- Interviewed four nursing faculty;
- Reviewed student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan;
- Conducted exit interview with Program Director and administration; and
- Presented results of survey visit in verbal report to Program Director, and administration.

Summary of Findings:

Administration and Organization:

- Administration indicated the nursing program is valued by the college and fulfills a need in the local community, crediting Ms. MacNeill for her leadership and dedication to Associate Degree Nursing (ADN) education.
- The ADN program is in the Department of Allied Health, which offers programs, including: Surgical Technology, Drug and Alcohol Abuse Counseling, LVN-to-ADN, and VN.
- Shirley MacNeill, MSN, RN, CNE, Allied Health Department Chair, ADN Program Director, has been the director of the ADN Program for three years and an educator for 18 years.

- Ms. MacNeill co-teaches one section of Health Assessment, which is a three-hour pre-requisite course. Ms. MacNeill indicates she has adequate time to fulfill the program coordinator responsibilities.
- Ms. MacNeill commended faculty for their collegiality, and dedication to the students and the program.
- Clear channels of communication between the Program Director and administration are evident in conversations and interactions. Ms. MacNeill shared she has full authority for program operation.
- The Program Director's (Ms. MacNeill's) and faculty employment contracts extend for 12 months.

Faculty:

- Four full-time faculty teach in the ADN program. There are no vacant full time faculty positions. The program does not use adjunct faculty. When there is a vacancy, it is generally filled within a short time (12 weeks or less).
- Faculty members are all Master-prepared, with two faculty having Advanced Practice Registered Nursing (APRN) licenses. APRN faculty are given release time to meet practice requirements to maintain a practice. All faculty have experience in teaching with various content expertise and clinical backgrounds.
- Faculty reported they receive support from each other, and Ms. MacNeill, the Program Director. Experienced faculty mentor less-experienced faculty.
- Faculty members are involved in curriculum planning, implementation, and evaluation. Faculty serve on all committees.
- Two faculty have been in place since the new program began, while two faculty began Fall 2016.
- Faculty have regular meetings with collaborative decision-making from data included in the Total Program Evaluation. Minutes are recorded.

Students:

- The program has the capacity and is approved to admit one cohort of 40 students each January. The number admitted varies based on the number of qualified applicants, however, for the first cohort, 30 applicants were accepted. The first cohort of 27 students graduated in December 2016.
- At the time of the survey visit, 40 students, who were admitted in January 2017, were in the program. One-hundred eighty-seven qualified applicants were considered for admission.
- Students reported they enrolled in the ADN program because of the reputation of the program and the college. The majority of students in the ADN program are graduates of the LSCPA VN program.
- Students stated that the faculty are very supportive, helpful, and approachable with positive clinical and simulation learning experiences.
- Students discussed that the educational resources (e.g. library, financial aid, counseling) are seen as a valuable component of the educational program.

- Student policies are well-defined, written, available to students and meet Board Rules.
- Student representatives provide input into the development of policies and in governance by attending and participating in faculty meetings.

Program of Study:

- The 12-month program of study is designed to be completed in three semesters.
- The program of study is logically organized and includes all Board-required content.
- The curriculum is concept-based using the Texas Model, and designed to ensure students have critical thinking skills and clinical judgment prior to completing the nursing education program.
- *The Differentiated Essential Competencies (DECS) (2010)* are incorporated into the curriculum.
- Standardized testing is used throughout the program for admission, progression, and remediation purposes. No high-stakes standardized testing is used for graduation purposes.
- Evaluation methods and tools to measure progression are according to Board Rule 215.9 and Board Education Guideline 3.7.3.a.

Clinical Learning Experiences:

- The program has active clinical contracts with a number of affiliating facilities where students are able to correlate concept-based learning with practical experiences.
- As the Allied Health Department Chair, Ms. MacNeill establishes and maintains clinical agreements and sites. Criteria for selecting clinical agencies are well-defined with annual affiliation agreement renewals.
- Skills lab and simulation lab activities are located in a separate building dedicated entirely to simulation and lab. The simulation lab has both mid- and high-fidelity mannequins, along with low fidelity task trainers. There are adequate supplies available for student use.
- Faculty provides supervision during all clinical learning experiences in Board-approved ratios.
- The clinical evaluation tools are based upon course content and the DECs, and they measure students' formative and summative progression throughout the program.

Facilities, Resources, and Services:

- Student services (e.g. counseling; financial aid) are offered on campus.
- A library with computer resources, current journals, online databases, and group meeting rooms is available.
- There is open parking available adjacent to the program's building.
- The building housing the ADN Nursing Education Program is conducive to learning, with two classrooms equipped with media technology. The building housing the skills and simulation labs is within walking distance of the Allied Health Building.
- The program coordinator and faculty have furnished private offices.
- The program has full-time clerical and secretarial support.
- The facilities include restrooms, break areas, and faculty and student lounges.

Records and Reports:

- Faculty files provide evidence of faculty qualifications, responsibilities, and faculty evaluations.
- Meeting minutes indicate collaborative decision-making.
- Student files contain all documents required by Rule 215.
- Clinical affiliation agreements are current.
- Storage of files meets the requirement of Rule 215.

Total Program Evaluation:

- The program has a total evaluation plan that is used for decision making.

DRAFT LETTER

April 21, 2017

Shirley MacNeill, MSN, RN, CNE, Allied Health Department Chair, ADN Program Director
Upward Mobility LVN-to-ADN Nursing Education Program
Lamar State College Port Arthur
P. O. Box 310
Port Arthur, TX 77641-0310

Dear Ms. MacNeill,

At the April 20-21, 2017 meeting, the members of the Texas Board of Nursing considered the report of the survey visit to the Lamar State College Port Arthur Associate Degree Nursing Education Program in Port Arthur, Texas. It was the decision of the Board to accept the report of the survey visit conducted January 31- February 1, 2017 and issue the recommendation below.

Recommendation #1:

The college administration and the program director are encouraged to consider additional future classrooms for increased enrollments in the ADN Education Program.

Recommendations are suggestions based upon program assessment indirectly related to the rule. The program must respond in a method of the program's choice.

Board members acknowledge your 21 years of service to Lamar State College as a nursing educator.

If you have any questions or if we may be of assistance, please contact Board Staff at (512) 463-4631.

Sincerely,

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

Copy: Betty Reynard, Ed.D., President
Sheila C. Trahan, M. Ed., RDMS, RT, Dean of Technical Programs
Gary Stretcher, PhD, Vice President for Academic Affairs