

**Consideration of Change in Approval Status  
From Full Approval to Full Approval with Warning  
Joe G. Davis in Huntsville, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for Joe G. Davis Vocational Nursing (VN) Program in Huntsville, Texas from Full Approval to Full Approval with Warning based upon the 2016 NCLEX-PN® examination pass rate, findings in the Self-Study Report dated July 2016, and areas for improvement to align with Rule 214.

**Historical Perspective:**

- The VN Program at Joe G. Davis has been in operation since 1966.
- The governing entity for the Joe G. Davis VN Education Program is Huntsville Memorial Hospital in Huntsville, Texas.
- Debra Kuzniarek, MSN, RN, CNOR is the Program Director for the VN program.
- The NCLEX-PN® examination pass rates for the past five years are included in the table below:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2016	Full	75.00%	12/16
2015	Full	78.13%	25/32
2014	Full	80.00%	16/20
2013	Full	86.84%	33/38
2012	Full	94.12%	32/34

- Due to the 2015 NCLEX-PN® examination pass rate of 78.13%, the Program Director and faculty were required to submit a Self-Study Report (SSR) that evaluated factors that contributed to the graduates' performance on the NCLEX-PN® examination and offering descriptions of corrective measures to be implemented.
- The faculty identified factors in the SSR that may have contributed to the decline in the pass rate and designed corrective measures to be implemented that included:
  - monitoring and reviewing policies to ensure they are appropriate, effective, and complied with by faculty and students;
  - reviewing the readmission policy and procedure
  - demonstrating skills training, allowing an opportunity for faculty to demonstrate and for students to practice
  - encouraging faculty to work as a team to achieve inter-rater reliability;
  - providing faculty mentors and orientation to new faculty;

- focusing on flexible approaches to learning, active participation, respecting diversity, and facilitating critical thinking;
  - aligning assignments in didactic, clinical, and labs to meet learning objectives and prepare students for graduation and practice;
  - offering a test-construction course for faculty, providing timely feedback on exams, identifying areas of weakness in the learning and curriculum;
  - including skills, clinical course assignments, preceptor/peer evaluations, pre- and post-conference participation in student assessments; and
  - reviewing and revising Total Program Evaluation Plan.
- The program has provided a response to the Board with updates of their corrective measures (See Attachment #1).

**Rationale for Recommendations:**

Rule 214.4(c)(3)(A) states: “A warning may be issued to a program when the pass rate of first-time NCLEX-PN® candidates ... is less than 80% for two (2) consecutive years...”

The Education Guideline for writing a Self-Study Report requires that “The effects of the corrective measures should be evaluated as a part of the Total Program Evaluation Plan.”

**Staff Recommendation:**

Move to change the approval status for the Joe G. Davis Vocational Nursing (VN) Program in Huntsville, Texas from Full Approval to Full Approval with Warning based upon the 2016 NCLEX-PN® examination pass rate, findings in the 2016 Self-Study Report, and areas for improvement (i.e. monitoring and reviewing policies; reviewing readmission policies and procedures, encouraging faculty to achieve inter-rater reliability; and offering mentors and orientations to new faculty) to align with Rule 214, and impose the conditions and requirements in the attached letter and Board Order (See Attachment #2).

Draft Letter

April 24, 2017

Debra Kuzniarek, MSN, RN, CNOR, Director  
Joe G. Davis School of Vocational Nursing  
PO Box 4001  
Huntsville, Texas 77342-4001

Dear Ms. Kuzniarek:

At the April 20-21, 2017 meeting, members of the Texas Board of Nursing (BON) discussed the approval status for the Joe G. Davis Vocational Nursing Education Program in Huntsville, Texas, based upon the 2016 NCLEX-PN® examination pass rate, findings in the 2016 Self-Study Report, and areas for improvement to align with Rule 214.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status for the Joe G. Davis Vocational Nursing Education Program in Huntsville, Texas from Full Approval to Full Approval with Warning and impose the conditions and requirements in the attached letter and Board Order.

If you have any questions or if we may be of any assistance, please contact Board Staff at [susan.lee@bon.texas.gov](mailto:susan.lee@bon.texas.gov) or 512-463-4631.

Sincerely,

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

Copy: Sheila Hogue-Ard, CNO

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
Joe G. Davis  
Vocational Nursing Education Program  
In Huntsville, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 20, 2017, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Joe G. Davis Vocational Nursing Education Program in Huntsville, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon the NCLEX-PN® examination pass rate for 2016, findings in the Self-Study Report, and areas for improvement to align with Rule 214.

After review and due consideration of the materials presented by Staff and filed by the Joe G. Davis Vocational Nursing Education Program in Huntsville, Texas, the Board hereby CHANGES the approval status for the Joe G. Davis Vocational Nursing Education Program in Huntsville, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 214.4(a)(3)(A), a program survey visit may be conducted by Board Staff during 2017.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2016 Self-Study Report is to be submitted by the program to Board Staff no later than August 31, 2017, per Education Guideline 3.2.1.a.

Entered this 20th day of April, 2017

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Katherine A. Thomas, MN, RN, FAAN  
Executive Director  
On Behalf of the Texas Board of Nursing