

**Report of Survey Visit
Brazosport College in Lake Jackson, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the report of the July 11-12, 2017 survey visit to Brazosport College Vocational Nursing (VN) Education Program in Lake Jackson, Texas. The routine survey visit was conducted by Janice Hooper, PhD, RN, FRE, CNE, FAAN, ANEF, Lead Education Consultant, and Beverly Skloss, MSN, RN, Contract Program Evaluator.

Historical Perspective:

- Brazosport College in Lake Jackson, Texas is located on 156 acres in southern Brazoria County. Brazosport College offers four-year degree programs in Industrial Management and Health Services Management, as well as two-year degrees and certificate options.
- The VN Education Program at Brazosport College began in 1974. The Associate Degree Nursing (ADN) Education Program began in 2008. Board Staff included both the ADN and VN programs in the two-day survey visit.
- The nursing programs are housed in the newly-constructed Sadler Health/Science Complex along with the Emergency Medical Services programs and the Science Department.
- The VN Program Director, Chesney S. Sisson, MSN, RN was appointed director in July 2015. She previously served as VN faculty member and has been at Brazosport College for five years.
- The previous VN Program Director, Patricia Dusek, MSN, RN is currently the Director of Simulation and Skills Lab Services.
- The NCLEX-PN® examination pass rates for the VN program for the past five years are provided in the following table:

NCLEX Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2016	Full	90.91%	10/11
2015	Full	100%	6/6
2014	Full	100%	11/11
2013	Full	100%	26/26
2012	Full	100%	10/10

- The VN program student retention rate for the graduating class of 2016 was 100%.

Summary of Survey Findings: (See Attachment #1)

Pros and Cons from Survey Visit:

Pros:

- The administration places a high value on nursing education at Brazosport and provides high-quality simulation equipment to enhance students' mastery of clinical competencies.
- The nursing programs are housed in the new Sadler Health/Science Complex that provides a state-of-the-art learning environment.
- The VN program has experienced continued success with above average NCLEX-PN® examination pass rates and a student retention rate of 100% in 2016.

Cons:

- The faculty workload policy is not clear for nursing faculty and there is little consistency in the teaching load and expectations among the faculty. Though they refer to the college handbook for guidance in workload, it is less effective for nursing faculty because of the nature of nursing education and clinical practice instruction.

Rationale for Staff Recommendation in the Board Letter:

Rule 214.7(a)(2) related to Faculty states that "Written policies concerning workload for the director or coordinator shall allow for sufficient time for administrative responsibilities consistent with §214.6 relating to Administration and Organization." Rule 214.7(a)(4) related to Faculty states that "Written policies for nursing faculty workload shall allow sufficient time for faculty to accomplish those activities related to the teaching-learning process." The Program Director assumes the teaching responsibility for much of the didactic content and some clinical instruction besides her administrative duties. One other full time faculty member provides didactic and clinical instruction and two adjunct faculty assist with clinical instruction as needed. The nursing programs follow the college workload policy without consideration of the differences in nursing faculty responsibilities when compared to other academic disciplines.

Recommendation in Board Order:

Board Staff recommend that the administration, Program Director, and faculty design a workload policy for nursing faculty that is clearly written, agreeable, and equitable.

Staff Recommendation:

Move to accept the report of findings in the survey visit report to the Brazosport College Vocational Nursing Education Program in Lake Jackson, Texas, commend the program for the 100 percent retention rate in 2016, and issue the recommendation in the attached letter (See letter in Attachment #2).

**Summary of Survey Visit
Brazosport College in Lake Jackson, Texas
Vocational Nursing Education Program**

Purpose of Survey Visit: Routine visit

Date of Visit: July 11-12, 2017

Board Staff Conducting Survey Visit: Janice Hooper, PhD, RN, FRE, CNE, FAAN, ANEF and Beverly Skloss, MSN, RN.

Education Consultants met with:

Administration:

- Dr. Millicent Valek, Ph.D., M.Ed., BS – College President
- Lynda Villanueva, Ph.D., MA, BS -Vice President, Academic & Student Affairs
- Jeff Detrick, MS, BA - Dean of Instruction
- Jo Greathouse, MA, BA -Provost & Dean of Student Services
- Cliff O’Neal, Ph.D. – Associate Professor, Division Chair, Math/Life Science, Health Professions, Early Childhood
- Karen Rowland, MSN, CEN -ADN Director
- Patricia Dusek, MSN, RN -Simulation Lab Director
- Chesney Sisson, MSN, RN –LVN Program Director
- Shari Jones, BS – Career Advisor/Coordinator, Health Professions

ADN and VN Faculty:

- Alison Pottratz, MSN, RN
- Colleen Patton, MSN, RN
- Lea Ann Quave, MSN, RN
- Cathy Otten, BSN, RN
- Blayne Wattenbarger, MSN, RN
- Tempe Soell, ADN, RN

Students:

- 10 of 17 ADN students
- 11 of 11 Transition students
- 19 of 19 LVN students attended on July 12

Individuals attending exit meeting with Faculty/Directors/Administration:

- Dr. Millicent Valek, Ph.D., M.Ed., BS - College President
- Lynda Villanueva, Ph.D., MA, BS - Vice President, Academic & Student Affairs
- Jeff Detrick, MS, BA - Dean of Instruction
- Jo Greathouse, MA, BA - Provost & Dean of Student Services

- Cliff O'Neal, Ph.D. - Associate Professor, Division Chair, Math/Life Science, Health Professions, Early Childhood
- Douglas Walcerz, Ph.D. - Dean, Planning, Institutional Effectiveness & Research
- Karen Rowland, MSN, CEN - ADN Director
- Patricia Dusek, MSN, RN - Simulation Lab Director
- Chesney Sisson, MSN, RN - LVN Director
- Shari Jones, BS - Career Advisor/Coordinator, Health Professions
- Alison Pottratz, MSN, RN
- Colleen Patton, MSN, RN
- Lea Ann Quave, MSN, RN
- Cathy Otten, BSN, RN
- Blayne Wattenbarger, MSN, RN
- Tempe Soell, ADN, RN

Education Consultants:

Reviewed the following documents:

- Curriculum documents for both ADN and VN programs including:
 - philosophy, outcomes, conceptual framework;
 - Faculty and Student Handbooks;
 - syllabi; and
 - clinical evaluation tools.
- Total Program Evaluation Plan;
- Nursing Education Program Information Surveys for both programs; and
- NCLEX pass rates.

Toured the facilities.

Summary of Findings:

Administration and Organization:

- Each program director reports directly to Dr. O'Neal, Division Chair for the Health Professions, and each program functions independently of the other.
- The administration verbalized strong support for the nursing programs, indicating nursing is valuable to the college and to the community.
- Administration stated that the biggest challenges in nursing education are identifying adequate clinical sites for student practice and retaining qualified nursing faculty.
- There are indications that the Program Director has full authority to direct the program and is supported with excellent resources for the program. (The tour of the nursing facilities validated that the nursing programs are provided with state-of-the-art classrooms as well as skills and simulation labs.)
- The building for the Sadler Health/Science Complex was donated by the Sadler family and construction was funded by community support.
- One of the goals for Brazosport College is to achieve nursing accreditation for the nursing programs.

- The Board-approved VN Program Coordinator is Chesney Sisson, MSN, RN. She has been in her current role for 18 months. She was previously faculty for the VN program and has been with the college for five years.
- Ms. Sisson indicated that the continued success of the program is due to faculty dedication and commitment to student success.
- Ms. Sisson's teaching load includes didactic and clinical hours. She indicated it is difficult at times to fulfill her responsibilities as the Program Director due to the teaching load.

Program of Study:

- The curriculum is designed to be completed in three semesters over 11 months. There are 1406 clock hours: 558 didactic hours and 848 lab/clinical hours. This exceeds Rule 214 minimum requirements for hours in VN Education Programs.
- The curriculum is designed using sound educational principles and active learning strategies were described by the faculty.
- Simulation and clinical experiences match didactic content to allow application of knowledge in clinical settings.
- Skills practice/testing in the laboratory setting are front loaded in the curriculum to promote competency prior to hands-on clinical experiences.
- Students receive additional information about each course that provides a class schedule, expectations, and assignments.
- The total program of study is comprehensive and stresses safe nursing care.
- The curriculum identifies the *Differentiated Essential Competencies (DECs) for Graduates of Texas Nursing Programs* in the documents.
- Standardized testing is used throughout the program for progression, remediation, and to determine readiness for the NCLEX-PN® licensure examination.

Faculty:

- The faculty group is composed of one full-time and two adjunct faculty members. Adjunct faculty basically serve as clinical instructors and are limited in the number of hours they can work each week.
- Faculty meet regularly for planning, evaluating, and making decisions about the program.
- The group of faculty expressed satisfaction with their role as nursing faculty at Brazosport College and with the interaction/collaboration among the ADN and VN faculty.
- Brazosport College subscribes to "Nurse Tim," a company that provides faculty development webinars, and faculty engage in discussions about the content of the webinars after their viewing.
- Faculty are eager to participate in faculty development activities to stay abreast of nursing education and improve their techniques.
- A variety of means are used to evaluate faculty, including Program Director observations and evaluations in the classroom and clinical settings, and student course evaluations.
- The Faculty Handbook includes a workload policy based upon college policy, but it is very vague and most faculty teach extra courses to meet the needs in the program. There is not consistency in workload among the faculty.

Students:

- The program admitted one cohort of 19 students in January 2017. A cohort of 11 graduated in November 2016. At the time of the survey, students were completing the second semester of the curriculum.
- Student policies are well written and, according to the students, were being followed.
- Each student's progress is closely monitored and communication with students is continuous to assess and guide them throughout the program.
- Students expressed they day-to-day of support from the director and faculty. They described the director and faculty as caring, knowledgeable, and available.
- The group of students was very articulate and reported they came to Brazosport College because of the location.
- Many of the students have jobs and are parenting children while enrolled in the nursing program.
- They complimented the variety of clinical experiences and the opportunities for simulation.
- The clinicals during the summer session are focused on maternity and pediatrics through observations, clinics, and simulation experiences.
- Students implied the labs on campus are equipped adequately but they would like more time to practice IV therapy, to administer medications, and to work with electronic records. (These comments were discussed with the Program Director and opportunities are in the planning stage – see section on Facilities, Resources, and Services.)

Clinical Learning Experiences:

- Clinical learning experiences correlate with didactic content.
- Students receive formative and summative evaluations for clinical experiences.
- Since there are no other nursing programs in the Lake Jackson area, the students have access to a variety of clinical experiences in local hospitals including emergency room and critical care nursing.
- Even though current clinical opportunities are adequate, the Program Director continually seeks new affiliating agencies. One faculty member schedules and coordinates all clinical contracts for both VN and ADN programs.

Facilities, Resources, and Services

- The wooded campus is spacious and attractively landscaped with ample parking.
- The nursing program is housed in a large, spacious building with student friendly open areas, private study/break rooms, and modern technology.
- The Simulation Coordinator led Board Staff through a tour of the simulation facilities with attention to the simulation equipment and storage areas. The simulation labs include areas for low-fidelity, medium-fidelity, and high-fidelity simulation for progress of student competencies.
- The Lab Coordinator showed new lab equipment to Board Staff: a simulator for student practice with an electronic information system and a Pyxis (medication dispensing) machine where students can practice medication administration. Additional mannequin arms have been ordered to provide students additional skill training in IV therapy.

- Board Staff also toured the nursing offices, counselor office, classrooms, conference spaces, and break rooms. Classrooms are well-lit, and spacious. Media equipment is available for every classroom.
- The Program Director and full-time faculty have large private offices and adequate clerical assistance.
- A full range of student services and library services are available to students.

Total Program Evaluation:

- The Program Director and faculty have established a detailed Total Program Evaluation Plan for future use and to determine the effectiveness of all aspects of the program.
- Board Staff suggested they adjust the plan to match the accreditation format for program evaluation in preparation for a future accreditation.

DRAFT LETTER

Chesney Sisson, MSN, RN, Director
Vocational Nursing Education Program
Brazosport College
500 College Drive
Lake Jackson, Texas 77566

Dear Ms. Sisson:

At the October 26-27, 2017 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Brazosport College Vocational Nursing Education Program in Lake Jackson, Texas. It was the decision of the Board to accept the report of the survey visit, commend the program for the 100% student retention rate in 2016 and continued success of the program, and issue the following recommendation:

Recommendation #1:

It is recommended that the administration, Program Director, and faculty design a workload policy for nursing faculty that is clearly written, agreeable, and equitable.

A recommendation is a specific suggestion based upon program assessment indirectly related to the rules to which the program must respond but in a method of their choosing.

If you have questions or if we may offer assistance, please contact Board Staff at 512-305-6814 or Janice.hooper@bon.texas.gov.

Sincerely,

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

Copy: Cliff O'Neal, PhD, Division Chair, Health Professions