

**Report of Survey Visit
 Dallas Nursing Institute in Richardson, Texas
 Associate Degree Nursing Education Program**

Summary of Request:

- Consider the report of the September 15, 2017 survey visit to the Dallas Nursing Institute (DNI) Associate Degree Nursing (ADN) Education Program in Richardson, Texas pursuant to the January 2017 Texas Board of Nursing (Board) Order.

Historical Perspective:

- DNI received initial approval from the Board to establish an ADN Education Program at the April 2009 Board meeting, beginning operation in Summer 2009. The program is currently on Full Approval with Warning.
- Two tracks are offered in the ADN Education Program: a generic ADN track and a track for Licensed Vocational Nurses (LVNs) to earn an ADN (LVN to ADN track). In addition, DNI offers an online Registered Nurse to Baccalaureate Degree Nursing Education Program.
- DNI changed ownership in December 2013 when it partnered with TCS Education System, an entrepreneurial, nonprofit higher education system.
- DNI is nationally accredited by the Accrediting Bureau of Health Education Schools.
- DNI moved to their present location in Richardson, Texas in August 2017. This site is formerly the location of ITT Breckinridge School of Nursing in Richardson, Texas that closed in 2016.
- Gwendolyn Gaston, MSN, RN has served as the ADN Education Program Director since December 2010 and meets all qualifications set forth by Board Rule 215.6 *Administration and Organization*.
- The NCLEX-RN® pass rates for the past six years are provided in the table below:

NCLEX Examination Year	BON Approval Status	NCLEX-RN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2017	Full with Warning	Preliminary 90.91%	30/33
2016	Full	78.95%	15/19
2015	Full	46.15%	12/26
2014	Full	86.96%	20/23
2013	Initial with Warning remained since there were no test-takers	No first time candidates	
2012	Initial Approval with Warning	65.22%	15/23
2011	Initial	62.75%	32/51

- The program submitted a Self-Study Report (SSR) in 2016 due to the 2015 NCLEX-RN® pass rate falling below 80% that identified the following areas for correction:
 - early identification and interventions for at-risk students;

- increase communication between clinical and didactic faculty;
- increase the application of critical thinking in courses; and
- increase student exposure to NCLEX-style questions through Kaplan reviews.
- The program evaluated the effects of corrective measures in 2017 with the following findings:
 - At-risk students are identified early and receive focused tutoring, practice exams, and advising after every failed exam.
 - Communication between clinical and didactic faculty has improved. Didactic faculty attend one clinical day with students every two months.
 - Critical thinking exercises are threaded throughout the curriculum.
 - Kaplan reviews are now being offered at the end of the senior course.

Summary of Survey Findings (See Attachment #1):

- A survey visit to the DNI ADN Education Program was conducted on September 15, 2017 by Gayle Varnell, PhD, RN, CPNP-PC.

Positive Aspects of Survey Visit:

- The new facility is spacious and well equipped.

Concerns of Survey Visit:

- Policies are not being enforced.
- Clinical learning experiences are not structured or scheduled to assist students to meet clinical learning objectives.
- A variety of clinical affiliation agreements have been established but few are being used.
- Students spend assigned clinical time on campus in a classroom rather than at a clinical facility.
- Course exams are not based on course objectives.
- Skills labs are not being utilized throughout the program and equipment in the skills lab is need of repair.

Staff Recommendations:

Board Staff recommendations are based upon Board Rule 215 and findings from the survey visit as described in the Board Order (See Attachment #2).

Staff Rationale for Requirement #1:

Rule 215.7(n)(1) states “The faculty shall be organized with written policies and procedures, and/or bylaws to guide the faculty and program’s activities, including process for enforcement of written student policies.”

During the survey visit, students commented that policies for progression are not consistently followed and students are allowed to repeat courses more than twice, that is not in alignment with policy. Board Staff verified this practice by review of the records.

Requirement #1:

The program shall submit to Board Staff the ADN Education Program progression policies with a plan for enforcement of such policies no later than December 1, 2017.

Staff Rationale for Requirement #2:

Rule 215.10(b) states “Faculty shall develop criteria for the selection of affiliating agencies/clinical facilities or clinical practice settings which address safety and the need for students to achieve the program outcomes (goals) and course objectives. . .” Rule 215.9(f) further states “The selection and organization of the learning experiences in the curriculum shall provide continuity, sequence, and integration of learning.”

During the survey visit, students indicated that most of their scheduled clinical time was spent in long term care facilities assisting residents with activities of daily living with few opportunities to develop or refine professional nursing skills such as medication administration, dressing changes, or catheter insertions. Clinical learning experiences were not planned to correlate with clinical objectives.

Requirement #2:

The program shall submit to Board Staff a complete list of all clinical learning objectives for each clinical course, the clinical rotation schedules including names of clinical affiliates for each clinical course, and a description of how planned clinical learning experiences will meet the identified clinical learning objectives no later than December 1, 2017.

Staff Rationale for Requirement #3:

Rule 215.9(a) states “The program of study shall include both didactic and clinical learning experiences and shall be: . . . (5) based on sound educational principles. . .”

During the survey visit, students expressed concern about test items that do not align with course objectives or course content. Board Staff identified one exam that was not related to course content, thus ineffective in evaluating the learning of students based upon objectives in the course.

Requirement #3:

The Program Director and faculty shall review all course objectives and develop test blueprints to ensure that examinations evaluate student performance based on course objectives. The program shall submit all course objectives for each course and test blueprints and test items for two courses to Board Staff no later than December 1, 2017.

Staff Rationale for Recommendation #1:

Rule 215.9(c)(3) states “Clinical learning experiences shall include actual hours of practice in nursing skills and computer labs...” It was noted during the survey visit that the skills lab practice is limited to only the first term. Since there is a lack of clinical opportunities for practice and refinement of nursing skills in the current clinical facilities, additional skills practice in the skills laboratories would benefit students’ psychomotor competencies. There are four skills labs that have high fidelity manikins that are not being used.

Recommendation #1:

The Program Director shall submit to Board Staff a plan describing the use of the nursing skills labs and all lab resources to better provide students optimal learning opportunities designed to meet identified course objectives by December 1, 2017.

Staff Recommendation:

Move to accept the report of findings of the survey visit to the Dallas Nursing Institute Associate Degree Nursing Education Program in Richardson, Texas, and impose the requirements and recommendation indicated in the attached letter and Board Order (See Attachment #2).

**Summary of Survey Visit
Dallas Nursing Institute in Richardson, Texas
Associate Degree Nursing Education Program**

Purpose of Survey visit: Board visit required by January 2017 Board Order

Date of Visit: September 15, 2017

Board Staff Conducting Visit: Education Consultant Gayle Varnell, PhD, APRN, CPNP-PC

Education Consultant met with:

Gwendolyn Gaston, MSN, RN, Director;

Charlita Shelton, PhD, Executive Director;

Brigit Mattix, MA, Director of Administration and Student Affairs;

Adam T. Forrest, MA, Senior Director of Admissions;

Associate Degree Nursing (ADN) Education Program Faculty:

- Rita Armstrong, DNP, MSN Ed, RN;
- Iris Hobson, DNP, MSN, RN, FNP; and
- Cyril Onyemaechi, MSN, RN, FNP-C;

David Joseph, BSN, RN, Vocational Nursing (VN) Program Coordinator; and

Eleven third semester and 34 fourth semester ADN students.

Education Consultant reviewed:

- the curriculum and all syllabi;
- the DNI Catalog;
- clinical evaluation tools; and
- records and documents including: student and faculty files, minutes of faculty meetings, and the Total Program Evaluation (TPE) Plan.

Education Consultant toured the campus and nursing program facilities.

Summary of Findings:

Administration:

- Administration verbalized support for the ADN Education Program.
 - Administration indicated the nursing program is in alignment with the school's mission, vision, and values. The program adds worth to the school and continues to meet a need for increased numbers of professional nurses in the local community.
 - Gwendolyn Gaston, MSN, RN has served as the Program Director of the ADN Program since December 2010 and was appointed Dean in 2016.
 - The Director does not carry a teaching load.

Program of Study:

- Two tracks are offered: a generic ADN track and a track for Licensed Vocational Nurses (LVNs) to earn an ADN (LVN to ADN track).

- The program is 16 months in length and consists of five terms.
- There are 784 didactic hours, 12 computer activities hours, 240 skills lab hours, and 700 clinical hours in the program of study.
- *The Differentiated Essential Competencies (DECS) (2010)* have been incorporated into the program of study and the curriculum.
- Policies in the Student Handbook state that a student is allowed to take each course two times but evidence found in program records and obtained from student comments confirm that students have been allowed to take several courses up to three times.
- Specific issues with clinical learning experiences listed below negatively impact student opportunities to achieve the program outcomes and course objectives.
 - Clinical schedules for courses were not readily available.
 - Faculty minutes reflect that some faculty have refused to travel to certain clinical sites.
 - Clinical facilities utilized offer minimal opportunities for students to gain clinical nursing skills.

Faculty:

- There are five full-time, three part-time, and seven adjunct faculty.
- The 1:10 ratio is maintained in clinical courses.
- The faculty meets Board qualifications and offers diversity in their cultural, educational, and clinical backgrounds. The majority of faculty members are experienced nurse educators.
- Faculty meetings are held monthly on a regular basis and review of faculty meeting minutes revealed documentation for actions.

Students:

- There are 93 students currently enrolled in the ADN Program. The number of ADN students and LVN to ADN students by terms is as follows:

	ADN	LVN to ADN
Term 1	6	4
Term 2	16	0
Term 3	9	12
Term 4	18	6
Term 5	12	10

- Students reported they enrolled in the ADN Education Program because there was no waiting list and they could enroll quickly.
- When students were asked about strengths of the program, there was no response.
- Students voiced the following concerns:
 - inconsistencies in grading among faculty;
 - frequent change in schedules, both for didactic and clinical experiences.
 - lack of effective opportunities for clinical learning experiences, specifically:
 - lack of clarity in clinical objectives;
 - limited clinical time, as limited as one day at a clinical site;
 - majority of the scheduled clinical time spent in long term care facilities assisting residents with activities of daily living with few opportunities to develop or refine professional nursing skills such as medication administration, dressing changes, or catheter insertions; and
 - limited experiences that allow students to learn the role of a nurse.

- exams not related to course objectives;
- lack of test blueprints;
- need to repeat courses; and
- fear of retaliation if students voice complaints to faculty or dean.

Clinical Learning Experiences:

- The SSR evaluation indicated that didactic faculty now attend one clinical day with students every two months and that critical thinking exercises are threaded throughout the curriculum. On further discussion, the Dean stated that students were scheduled for “Critical Thinking Days” on campus that counted as clinical days.
- The survey visit was conducted on a “Critical Thinking Day” for Term 3 students. During the day, students spent two hours in the morning and two hours in the afternoon taking exams. Students stated the test content was not specific to the current course objectives.
- The program has active clinical contracts with a variety of affiliating agencies that provide clinical learning opportunities including long term care and acute care.
 - There are minimal opportunities for maternal/child health and mental health.
 - One of the clinical facilities is only available during the holidays when no other nursing education programs are using the facility.
 - Pediatrics contracts are mainly limited to Head Start Programs and a special needs child program.
- According to the students interviewed, the skills lab and simulation lab are not used to demonstrate maternal/child health or pediatrics skills. Students stated they have not been in the nursing skills lab since first term.
- Although requested, a clinical rotation schedule was not available during the visit.

Facilities, Resources, and Services:

- The facilities housing the ADN Education Program are adequately equipped.
- The Program Director has a private office.
- The nursing faculty have furnished, private cubicles that provide ample private spaces to meet with students.
- The program has full-time clerical and secretarial support.
- Four well-equipped skills lab are used for students at all levels.
- There is a high-fidelity obstetrics manikin, but it is currently not functional.

Records and Reports:

- The Total Program Evaluation (TPE) Plan, copies of the Nursing Education Program Information Survey, Compliance Audits for Nursing Education Programs, and faculty minutes are kept in the Program Director’s office in a locked cabinet.
- Faculty files contain all documents required by Rule 215.7(c).
- Clinical affiliation agreements are current and accessible.
- Storage of files meets the requirement of Rule 215.12.

DRAFT LETTER

October 26, 2017

Gwendolyn Gaston, MSN, RN, Director
Associate Degree Nursing Education Program
Dallas Nursing Institute
2101 Waterview Parkway
Richardson, TX 75080

Dear Ms. Gaston:

At the October 26, 2017 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Dallas Nursing Institute Associate Degree Nursing Education Program in Richardson, Texas. It was the decision of the Board to accept the report of the survey visit and impose the requirements and recommendation as indicated in the attached Board Order.

A requirement is a mandatory criterion based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

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 any questions or if we may offer assistance, please contact Board Staff at 512-621-5179 or gayle.varnell@bon.texas.gov.

Sincerely,

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

Copy: Dr. Charlita Shelton, President, Dallas Nursing Institute

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of:

Dallas Nursing Institute
Associate Degree Nursing Education Program
In Richardson, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on October 26-27, 2017, 333 Guadalupe, Tower II, Room 225, Austin, Texas to consider the findings from the September 15, 2017 survey visit to the Dallas Nursing Institute Associate Degree Nursing Education Program in Richardson, Texas, based upon Board action at the January 2017 meeting pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215.

After review and due consideration of the filed materials, as well as the presentation by representatives from the Dallas Nursing Institute Associate Degree Nursing Education Program in Richardson, Texas, and other interested parties, if any, the Board hereby ACCEPTS the report of the survey visit to the Dallas Nursing Institute Associate Degree Nursing Education Program in Richardson, Texas, and hereby imposes the following requirements and recommendation:

Requirements:

1. The program shall submit to Board Staff the ADN Education Program progression policies with a plan for enforcement of such policies no later than December 1, 2017.
2. The program shall submit to Board Staff a complete list of all clinical learning objectives for each clinical course, the clinical rotation schedules including names of clinical affiliates for each clinical course, and a description of how planned clinical learning experiences will meet the identified clinical learning objectives no later than December 1, 2017.
3. The Program Director and faculty shall review all course objectives and develop test blueprints to ensure that examinations evaluate student performance based on course objectives. The program shall submit all course objectives for each course and test blueprints and test items for two courses to Board Staff no later than December 1, 2017.

Recommendation:

1. The Program Director shall submit to Board Staff a plan describing the optimal use of the nursing skills labs and all lab resources to better provide students learning opportunities designed to meet identified course objectives by December 1, 2017.

Entered this 26th day of October, 2017

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