

**Consideration of Application for an Innovative Pilot Project  
Del Mar College in Corpus Christi, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the Application for an Innovative Pilot Project submitted by Del Mar College Associate Degree Nursing (ADN) Education Program in Corpus Christi, Texas that requires a waiver to Rule 215.10(h)(1) limiting the number of preceptors and students in a clinical group where the faculty member is supervising 10 students. The innovation would allow a faculty member to supervise 10 students with four additional students (instead of two students) under preceptor supervision.

**Historical Perspective:**

- Del Mar College ADN Program has been in operation since 1967. Two tracks are offered: a generic track and a licensed vocational nurse (LVN)-to-ADN track. One NCLEX-RN® examination pass rate is calculated for the ADN Program and includes results from both tracks.
- The NCLEX-RN® examination pass rates for the past five years are provided below:

<b>Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2017 preliminary	Full	92.98%	106/114
2016	Full	86.75%	72/83
2015	Full	90.00%	81/90
2014	Full	92.68%	76/82
2013	Full	90.91%	120/132

- There are two preceptor models in Rule 215: (1) a clinical group with faculty supervision of 10 students + 2 students assigned to preceptors = 12 total students; (2) a clinical group of 24 students where each student is assigned to preceptors and monitored by one faculty member = 24 total students.
- Jennifer McWha, PhD, RN has been the Program Director since 2013. She discussed with Board Staff the possibility of adding two students to a clinical group already using the preceptor model of 10 students under faculty supervision and two students under preceptor supervision.
- Even though Rule 215.10 allows one faculty to supervise up to 24 students when all students in the group are assigned to preceptors, Dr. McWha and the faculty prefer the use of fewer preceptors with a clinical group. The proposed model lessens the burden of finding enough preceptors and provides students with closer faculty supervision and faculty monitoring of students with preceptors.

- Del Mar currently use the preceptor models as described in Rule 215.10, but are interested in a variation to meet the needs of their program.
- Dr. McWha was encouraged to submit an innovative pilot project application to authorize the new model and gather evidence of its effectiveness. The application was received on September 20, 2017 (See Attachment #1).
- Since time is of the essence for planning to ensure an adequate mix of faculty and preceptors in 2018, Board Staff submitted the proposal to the Education Liaison Committee (ELC) made up of the three Board members who represent nursing education.
- Dr. Almasy, Dr. Jackson, and Dr. Edwards have reviewed the proposal and agreed on its approval with no questions. This approval is contingent upon Board approval.

**General Background Information Related to Innovative Project Proposals:**

- Rule 227 provides established procedures whereby nursing education programs may apply to conduct an innovative pilot project that requires a waiver of Board rules.
- According to the rule, pilot projects must have a defined length, not to exceed two (2) years. The length of an approved pilot program may be extended upon applicant request and approval by the Board.
- Rule 227 also requires that all pilot projects shall be subject to intermittent monitoring and evaluation by the Board to ensure compliance and to gather evidence that the program goals are met.
- The Board has entertained and approved seven innovative pilot projects in professional nursing education programs since this rule was approved by the Board in April 2005; it was revised in January 2014 to expand the opportunity to VN education programs.

**Summary of Proposed Clinical Model:**

- The current preceptor model in Rule 215.10 allows for one faculty to supervise 10 students with two additional students with preceptor/preceptors. (Each preceptor may supervise up to two students.) The proposed model (this application) would allow one faculty to supervise 10 students with four additional students with preceptors. This would increase the total number of students in the clinical group to 14.
- The proposed model and training plan were developed through a Texas Workforce Grant entitled *Nursing Mentorship Program* was awarded to Del Mar College. Through this grant, Del Mar built a two-part preceptorship training course with two-hour classes each week for six weeks. Content included:
  - Role of the Preceptor
  - Communication
  - Caring with Competency
  - Balancing Preceptor Role with Patient Care
  - Access to Resources for the Nursing Preceptor
  - Addressing Barriers to the Preceptor Role to Enhance Student Outcomes
  - Final: Preceptor Participation in a Simulation Experience with Students

During the course, a preceptor is paired up with a clinical faculty member and a student. The faculty member and the preceptor meet throughout the clinical day to guide and

answer questions. Faculty members are always available when students are with preceptors.

- An established agreement with the hospital currently allows for a stipend of \$96 per day for preceptors. Dr. McWha stated that the proposed model will allow for a stronger partnership between the hospital administration, Del Mar College, and Del Mar faculty, as mentoring and training opportunities continue to increase the number of preceptors.
- The model is in response to faculty shortages in the state and the demand for newer models of clinical instruction to maintain enrollments and to meet the needs for nurses in the area.
- Del Mar has always provided orientation for preceptors, but the proposed model will provide a comprehensive development plan for preceptors.
- Students will be selected for the preceptor experience based upon their overall academic/clinical performance and faculty recommendations. Therefore, it will be a privilege and may encourage all students to excel in their studies and clinical experiences.
- Expected outcomes include an enhancement in clinical instruction where high-performing students will get an experience closer to a job experience with supervision from a trained preceptor. The faculty member can focus on the needs of the 10 students under faculty supervision.
- A comparative analysis will be conducted between the two groups. Any discrepancies in performance will be monitored and shifts in assignments can be made quickly.
- The pilot project will be extended over a two-year period and data collection will begin in the first semester.
- Frequent communication with preceptors will provide monitoring of students and reassignment as needed.
- If the model is determined not effective, it will be discontinued.
- The program design includes regular progress reports to Board Staff providing data on the students in the preceptor group compared to those in the control group.

#### **Board Staff Rationale for Recommendation:**

##### Pros:

- Board member experts (the educators) reviewed and approved the application without concerns.
- Data from this model would provide evidence of its effectiveness and may influence Board rules.
- The project is based upon a model for training and mentoring preceptors.
- It is common knowledge that the faculty shortage will become more serious and new instructional models need to be tested.
- The model encourages partnerships with clinical settings.
- A letter of support from the office of the Provost and Vice President for Academic Affairs is included.

##### Cons:

- Every student may not be eligible for this preceptor model.
- The model does increase faculty responsibility during a clinical day.

**Board Staff Recommendation:**

Move to approve the innovative pilot project proposed by Del Mar College Innovative Pilot Project as outlined in the program's submitted application, to begin in January 2018 subject to the requirement/conditions in the attached letter and Board Order (See Attachment #2).

DRAFT LETTER

Jennifer McWha, PhD, RN, Director  
Associate Degree Nursing Program  
Del Mar College  
4101 Old Brownsville Road  
HS-2 Room 132  
Corpus Christi, TX 78405

Dear Dr. McWha:

At the October 26-27, 2017 meeting of the Board of Nursing, Board members considered the Application for an Innovative Pilot Project from Del Mar College Associate Degree Nursing Education Program in Corpus Christi, Texas requesting a waiver of Rule 215.10(h)(1) limiting the number of preceptors and students in a clinical group where the faculty member is supervising 10 students.

Based upon the discussion and review of documents, the Board approved the Del Mar College Innovative Pilot Project as outlined in the program's submitted application, to begin in January 2018 subject to the requirement/conditions in the attached Board Order.

If you have questions or need further clarification, please contact Board Staff at [Janice.hooper@bon.texas.gov](mailto:Janice.hooper@bon.texas.gov) or 512-305-6814.

Sincerely,

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

Copy: Beth Lewis, PhD, Provost and Vice President for Academic Affairs

## BEFORE THE TEXAS BOARD OF NURSING

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### ORDER OF THE BOARD

In the Matter of  
Del Mar College  
Associate Degree Nursing Education Program  
In Corpus Christi, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on October 26-27, 2017, at 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the Del Mar College Associate Degree Nursing Education Program in Corpus Christi, Texas, Application for an Innovative Pilot Project to waive the Board requirement in Rule 215.10(h)(1) limiting the number of preceptors and students in a clinical group where the faculty member is supervising 10 students.

After review and due consideration of the filed materials, as well as the presentation by representatives from Del Mar College in Corpus Christi, Texas, and other interested parties, if any, the Board hereby grants APPROVAL of the Del Mar College Innovative Pilot Project as outlined in the program's submitted application, to begin in January 2018 subject to the requirement/conditions outlined below:

The program may increase the number of students in a clinical group being supervised by preceptors from two to four students, thereby allowing a total of 14 students in a clinical group with 10 students under faculty supervision and four students under preceptor supervision.

The program shall submit end-of-semester progress reports on the following dates providing data of student progress; and faculty, student, and preceptor satisfaction:

- May 31, 2018
- August 31, 2018
- December 31, 2018
- May 31, 2019
- August 31, 2019
- December 31, 2019

During the implementation of the Pilot Project, the program will be responsible to comply with all other requirements in rule 215. If the NCLEX-RN® examination pass rate falls below 80%, the program will be required to submit a Self-Study Report and will be subject to the same standards for ongoing program approval.

Pursuant to 22 Tex. Admin. Code §227.4 and Tex. Occ. Code §301.1605, the Board reserves the right to request additional information from the program during the pilot project to ensure that the Board's interest in protecting the interests of the public are being met.

Entered this 26<sup>th</sup> day of October 26, 2017

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