

## **Report on Implementation of the Knowledge, Skills, Training, Assessment and Research (KSTAR) Pilot**

### **Summary of Request:**

The purpose of this agenda item is informational only to update the Board on the implementation of the KSTAR Nursing Pilot Program.

### **Historical Perspective:**

In October 2013, the Board approved a two-year pilot program with the Texas A&M Rural and Community Health Institute (ARCHI) and the College of Nursing (CON) to offer the KSTAR Nursing Pilot Program as an option to nurses with practice violations that result in a disciplinary sanction of a warning and below. KSTAR Nursing is a comprehensive program that utilizes an individualized assessment of the nurse with practice breakdowns, to design a personalized remedial education plan aimed at correcting any knowledge deficits that may exist. Monitoring and follow-up are built into the program.

The KSTAR Nursing Pilot Program enrolled its first cohort of nurses in November 2014. Feedback from this initial cohort of nurses was used to make necessary program improvements prior to formal research. In April 2015, the Board approved continuation of the KSTAR Nursing Pilot Program and directed Board Staff to continue to offer KSTAR as an alternative method of discipline to a maximum of four (4) nurses per month who meet inclusion criteria.

At the July 2015 quarterly Board meeting, Board Staff provided the Board with updates to the KSTAR Nursing Pilot Program leadership team including the addition of Debra Matthews, PhD, RN, Associate Dean for Academic Affairs at Texas A&M CON and Dr. Susan Moreland, PhD, MSN, RN, KSTAR Nursing Program Manager, as well as plans to apply for approval to the Texas A&M University Institutional Review Board (IRB) to conduct the research aspect of the pilot. Following the July 2015 Board meeting, ARCHI established an agreement with the CON to ensure nursing faculty participate in the KSTAR Nursing assessments including simulation, individualized teaching plans, evaluations, and biweekly teleconferences with Board Staff to discuss participant progress and any program issues.

In October 2015, the Board approved a 2-year extension of the pilot to continue through October 2017. In January 2016, the Board approved Board Staff to offer a referral to the KSTAR Nursing program by agreed order to up to eight (8) nurses per month who meet eligibility criteria.

The KSTAR Nursing ARCHI, CON and BON team received approval from the Texas A&M Health Science Center IRB to conduct research to evaluate the effectiveness of the KSTAR program on November 17, 2015, the research cohort enrollment began in January 2016. In May 2017, the

study was approved for continuing review through May 15, 2018. The KSTAR team at ARCHI has enrolled nurses in the research study through September 30, 2017.

At the July 2017 quarterly Board meeting, a summary of the research outcomes was presented and the Board approved KSTAR Nursing as a permanent disciplinary option for nurses meeting eligibility criteria as set out in Board rule 213.35. The KSTAR team at ARCHI committed to maintaining the current tuition, dedicated resources, collaborative partnership, and personnel, including CON faculty. Additionally, should any changes be made to the program, a formal request for Board approval would be required.

**Current Perspective:**

As of December 13, 2017, One hundred-one (101) agreed Board orders for the KSTAR program have been ratified. Additionally:

- Ninety-five (95) nurses have enrolled in the KSTAR Nursing program;
  - Seventy-two (72) nurse participants successfully completed the program;
  - Seventeen (17) nurse participants are in the process of completing the program;
  - Six (6) nurse participants were referred back to the Board; and
- Three (3) nurses failed to enroll in the KSTAR Nursing program.

The KSTAR ARCHI, CON, and BON Team continues to meet regularly by conference call to review participant enrollments, progress, and evaluations. Board Staff presented a poster summary of the KSTAR Nursing Pilot at the 2017 National Doctors of Nursing Practice Conference, September 13-15, 2017 in New Orleans, LA. The KSTAR Nursing Pilot research team is currently preparing a manuscript describing the innovative program and preliminary outcomes. An update on the research outcomes of the KSTAR Nursing Pilot is presented in Attachment A.

**Recommended Action:** This is a non-action item for discussion purposes only.

## **Update of KSTAR Nursing Pilot Program Research Outcomes as of January 1, 2018**

**Study Title:** KSTAR Nursing: An Innovative Practice, Academic and Regulatory Partnership Program for the Remediation of Texas Nurses with Practice Breakdown

**Purpose:** The purpose of this study is to explore the effectiveness of an assessment and individualized educational intervention program for nurses who have been referred to the TBON for practice breakdown, and who have received a sanction level of “warning” or below.

### **Sample, Research Questions, and Outcomes Summary as of January 1, 2018:**

#### **Sample Summary:**

Following IRB approval in November 2015, enrollment began in January 2016. Of the 56 nurses who enrolled in KSTAR from January 2016 through September 30, 2017, 53 nurses consented to participate in the study. Of the 53 consented nurses, 14 (26%) did not require an individualized educational remediation intervention because these nurses met benchmarks and standard nurse competencies required for successful completion during their initial assessment. As of January 1, 2018, data are available for 33 nurses. Data for an additional 6 nurses are pending return for their final assessment, that will create a final study sample of 39 nurses.

#### **Research Questions and Outcomes Summary:**

- 1. Do nurses who complete an individualized educational remediation intervention following a multidimensional assessment meet benchmark scores on the pre- and post-cognitive assessment exams?**

Of the 33 consented nurses, 28 were required to complete an individualized educational remediation intervention with repeated testing upon the final assessment. Of these 28 nurses, 22 of the 28 (79%) met the cognitive assessment exam benchmarks and 6 did not. Of the 6 who did not, 5 (83%) successfully met nursing competencies following a focused clinical simulation remediation, thus successfully completing the KSTAR Nursing Program, and one nurse opted not to return for additional remediation.

**Overall, 27 of the 28 (96%) consented nurses required to complete an individualized educational remediation intervention successfully completed the program demonstrated by meeting benchmark scores for the cognitive assessment exams.**

- 2. Do nurses who complete an individualized educational remediation intervention following a multidimensional assessment meet benchmark scores on the pre- and post-simulation performance assessments?**

Summary: Of the 33 consented nurses, 22 (67%) of the nurses were required to complete a final simulation assessment. Of those 22 nurses, 14 (64%) met benchmarks and all remaining 8 (100)% successfully completed the program following focused clinical simulation remediation.

**3. Is there a significant difference in recidivism rates at 12, 24 and 36 months for nurses who complete an individualized educational remediation intervention following a multidimensional assessment compared with nurses who complete the traditional disciplinary action?**

Summary: As of January 1, 2018, none of the 33 consented nurse participants who successfully completed the KSTAR Nursing Pilot Program have demonstrated recidivism of nursing practice breakdown as measured by occurrence of public disciplinary action for practice violations. Of the 33 nurses, 12 nurses are at least 12 months post successful completion of the KSTAR program.

Of note, because the recidivism measure is public record, Board Staff are tracking recidivism on all nurses who successfully complete the KSTAR Nursing Program. As of January 1, 2018, none of the 72 nurses who have successfully completed the KSTAR Nursing Program recidivated due to nursing practice breakdown.

**4. Do nurses who complete a focused clinical simulation remediation following a multidimensional assessment meet standard nurse competencies?**

Summary: Of the 33 consented nurse participants who required an individual education plan, 13 (39%) were required to complete a focused clinical simulation remediation. All 13 (100%) of the nurses met standard nurse competencies following completion of the focused clinical simulation remediation.

**Discussion:**

The KSTAR Nursing Pilot Program outcomes continue to demonstrate value as an option for nurses issued a Board order at the level of warning or below as a result of nursing practice breakdown and meet eligibility criteria according to Board Rule 213.35. Although the sample is small, outcomes are positive and suggest the KSTAR Nursing model is an effective alternative to traditional discipline. Board Staff will continue to provide the Board with research updates and dissemination efforts throughout the duration of the study through May 15, 2018.