

**Report of Survey Visit  
Navarro College in Corsicana, Texas  
Vocational Nursing Education Program**

**Summary of Request:**

Consider the report of the November 7, 2017 routine survey visit to the Navarro College (NC) Vocational Nursing (VN) Education Program in Corsicana, Texas.

**Historical Perspective:**

- The VN program is part of the Health Professions programs at NC that includes Occupational Therapy, Physical Therapy, and Associate Degree Nursing.
- The VN program began in 1967 on the Corsicana campus and later extended to sites in Waxahachie and Mexia. The VN programs on these three sites are separate programs with separate NCLEX program codes.
- Debbie Carter, BSN, RN was appointed as the Vocational Nursing Program Director in August 2016 for all sites and her main responsibility is directing the Corsicana site. Coordinators have been approved for the other two sites. The three programs work closely together.
- Georgia Dixon, BSN, RN became the Coordinator for the Waxahachie campus in September 2017, and attended the Board Dean and Director Orientation on September 22, 2017.
- Pamela Jordan, BSN, RN is the Coordinator for the Mexia campus and has held this position since 1994.
- The last regular program review of the three VN programs was in 2011. A paper audit program review with interviews through conference calls was piloted with success, but Board Staff decided face-to-face survey visits are preferred.
- The NCLEX-PN® pass rates for the past five (5) years for the three sites are provided in the tables below:

**Corsicana (Main Campus)**

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2016	Full	94.74%	18/19
2015	Full	100.00%	31/31
2014	Full	88.89%	24/27
2013	Full	100.00%	24/24
2012	Full	96.67%	29/30

### Mexia

NCLEX Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2016	Full	100.00%	7/7
2015	Full	94.12%	16/17
2014	Full	100.00%	17/17
2013	Full	100.00%	20/20
2012	Full	100.00%	18/18

### Waxahachie

NCLEX Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2016	Full	100.00%	21/21
2015	Full	90.91%	20/22
2014	Full	94.59%	35/37
2013	Full	92.86%	39/42
2012	Full	92.68%	38/41

### Summary of Survey Findings:

- Findings from the survey visit indicate the program is in compliance with Board Rule 214 (See Attachment #1).

### Pros and Cons from Survey Visit:

#### Pros:

- The program has strong administrative support.
- The VN Program Director keeps in close contact with the Coordinators at the extension sites and makes periodic visits to the other campuses.
- The course syllabi are the same for all three campuses and include the Differentiated Essential Competencies (DECs), the VN Core Objectives, Student Learning Outcomes for the course, grading criteria, and reading assignments.
- The students interviewed felt that the program was rigorous, but well organized. Course objectives are clearly stated and faculty are readily available and encourage critical thinking.

#### Cons:

- None noted.

### Staff Recommendation:

Move to accept the report of findings of the November 7, 2017 survey visit to the Navarro College Vocational Nursing Education Program in Corsicana, Texas, that included interviews with Coordinators from Mexia and Waxahachie (see Attachment #2).

**Summary of Survey Visit  
Navarro Career College in Corsicana, Texas  
Vocational Nursing Education Program**

**Purpose of Survey visit:** Routine survey visit.

**Date of Visit:** November 7, 2017

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

**Program Evaluator met with:**

- Debbie Carter, BSN, RN, Program Director
- Richard Sanchez, Ed.D., District President
- Guy Featherston, Dean of Health Professions
- Pam Jordon, BSN, RN, Mexia Coordinator
- Georgia Dixon, BSN, RN, Waxahachie Coordinator
- Ryan Watson, RN, ADN, VN Program faculty
- Glenda Terry, BSN, RN, VN Program faculty
- Natalie Dowd, BSN, RN, VN Program faculty
- Talina Williamson, BSN, RN, VN Program faculty

**Program Evaluator:**

- Reviewed:
  - Curriculum and all syllabi;
  - Faculty and Student Handbooks;
  - Exams, text blue prints, and clinical evaluation tools;
  - Organizational charts and budget;
  - Library resources;
  - 2016 Nursing Education Program Information Survey (NEPIS) and NEPIS Faculty Profile for all three campuses; and
  - Student and faculty files, minutes of faculty meetings, and Total Program Evaluation (TPE);
- Held initial conference with Program Director and site Coordinators;
- Interviewed:
  - District President, Dean of Health Professions, and VN Director;
  - Four faculty;
  - Two coordinators; and
  - Thirty VN students;
- Observed a class in session;
- Toured program facilities; and

- Conducted exit interview with VN Director/Coordinator, President, Dean of Health Professions and faculty.

### **Summary of Findings:**

#### Administration:

- Debbie Carter is well qualified to administer the program and is accountable for the planning, implementation, and evaluation of the VN program on all campuses.
- Ms. Carter carries a teaching load of four hours each week.
- Dr. Sanchez states that the VN program brings worth to the college and administration is committed to the success of the program.
- The governing entity provides the financial support and resources necessary to operate the VN program.

#### Program of Study:

- The program begins in the fall of each year, consists of 50 semester credit hours offered over three academic semesters and is one year in length.
- The majority of courses are offered face-to-face in a classroom or in a skills lab setting.
- Courses offered online include the following:
  - Fall semester - two courses online for a total of four hours;
  - Spring semester - two courses online for a total of four hours; and
  - Summer semester - one course online for a total of two hours.
- Board staff observed a classroom of first semester students who were actively participating in learning activities.
- Standardized testing is incorporated throughout the program along with unit exams and other assignments.
- *The Differentiated Essential Competencies (DECs) (2010)* have been fully incorporated into the program of study documents including the Course syllabi, Clinical Evaluation Tools, and the Student Handbook.
- The total program is comprehensive, based upon sound educational principles, and designed to teach students to use a systematic approach to clinical decision making and safe patient care.

#### Faculty:

- In addition to the Director and Coordinators on the extension campuses, there are two full-time BSN-prepared nursing faculty and three part-time ADN-prepared nursing faculty in Corsicana, two ADN-prepared nursing faculty in Waxahachie, one BSN-prepared and one LVN part-time nursing faculty in Mexia.
- A faculty handbook is given to all full-time and part-time faculty and it includes all the components required in Rule 214.7(a).
- There is a sufficient number of faculty to meet the needs of the program.
- Collaboration of teaching activities is ensured at the bi-monthly faculty meetings. All three campuses attempt to have consistency with regard to class schedules and teaching activities.
- There are written policies, procedures and bylaws to guide the faculty and program activities.

- Faculty evaluations are based on self, administrative, and student evaluations.
- Faculty are provided opportunities for faculty development.

#### Students:

- At the time of the survey visit the student enrollment on the three campuses was as follows:
  - Corsicana – 48 students
  - Waxahachie – 48 students
  - Mexia – 26 students
- The program admits one cohort on each campus in the fall semester.
- The program has well-defined written nursing student policies that are provided to all students during orientation. Students sign acknowledgement papers that are placed in their files.
- Students provide input through faculty, textbook, and facility evaluations and are also invited annually to a faculty meeting to provide feedback.
- Students interviewed stated that the faculty, administration, and staff are readily available and the goals and objectives of the program are clearly provided in their course syllabi.

#### Clinical Learning Experiences:

- The program has active clinical contracts with a variety of affiliating agencies.
- Students practice in the skills lab and participate in simulation labs prior to going to on-site clinicals.
- Student assignments are made in direct correlation with the student learning needs identified in the Clinical Syllabi and Clinical Evaluation Tools for each level.
- Students are evaluated by faculty and receive formative and summative clinical evaluations. If weaknesses are identified, measures are taken to provide remediation practice in the skills lab.
- A faculty-to-student ratio of 1:10 is maintained throughout the program with the goal of having a 1:6 ratio in some clinical courses.
- Clinical preceptors are used mainly in the summer semester when the students are near graduation. A Preceptor Handbook is provided to all preceptors.

#### Facilities, Resources, and Services:

- Classrooms are spacious and have computer and audio visual equipment for presentations.
- The Program Director and faculty have fully equipped private offices to provide privacy for counseling students.
- Resources include library, computer lab, skills lab, and computer programs.
- Services to support program development include the Carl Perkins Center, student scholarships, Financial Aid departments, disability services, library services, and tutoring services.
- The skills lab has manikins equipped with sim pad capability to enhance real life simulation.
- The program has adequate clerical and secretarial assistance.

Records and Reports:

- Student and faculty files are maintained with all required documents in a locked file cabinet in director/coordinators' office and are compliant with Board Rule 214.12.
- Minutes of faculty meetings are maintained in the director's office.
- Clinical affiliation agreements are current.
- The Total Program Evaluation (TPE) Plan is used for decision-making as evidenced in faculty meeting minutes and documented on the TPE Plan.

DRAFT LETTER

January 18, 2018

Debra Carter, BSN, RN, Director  
Vocational Nursing Education Program  
Navarro College  
3200 West 7<sup>th</sup> Ave.  
Corsicana, TX 75110

Dear Ms. Carter:

At the January 18-19, 2018 meeting, members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Navarro College Vocational Nursing Education Program in Corsicana, Texas, that included interviews with Coordinators from Mexia and Waxahachie, Texas. It was the decision of the Board to accept the report of the survey visit.

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](mailto:gayle.varnell@bon.texas.gov).

Sincerely,

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

Copy: Richard Sanchez, Ed.D., District President  
Guy Featherston, Dean of Health Professions