

**Consideration of Change in Approval Status
From Initial Approval with Warning to Conditional Approval
Concorde Career College in Dallas, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the proposed change in the program approval status for the Concorde Career College Associate Degree Nursing (ADN) Education Program in Dallas, Texas, from Initial Approval with Warning to Conditional based upon the 2017 NCLEX-RN® examination pass rate, findings in the 2016 Self-Study Report, and areas for improvement to align with Rule 215.

Historical Perspective:

- Concorde Career College (CCC) of Dallas was founded in spring 2010 as a branch of the Aurora, Colorado campus.
- The Associate Degree Nursing Education Program was approved by the Board at the April 2013 meeting and the first cohort graduated in 2014 and tested for the 2015 pass rate.
- CCC of Dallas currently offers the following programs: Dental Assistant, Dental Hygiene, Medical Assistant, Medical Office Administration, Physical Therapist Assistant, Respiratory Therapy, Surgical Technology, and Vocational Nursing.
- CCC was first accredited by the Accrediting Commission of Career Schools and Colleges (ACCSC) in 2010.
- There have been three ADN program directors since October 2014.
 - Sherry Akins, MSN, RN, served as the ADN Program Director from October 2014 to May 2017.
 - Susan Gray, MSN, RN, became the Interim Program Director in May 2017.
 - Louise Outlaw, MSN, RN became the Program Director in August 2017.
- The NCLEX-RN® pass rates for the past three 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	Initial with Warning	58.14%	25/43
2016	Initial	47.06%	16/34
2015	Initial	31.58%	6/19

- Due to the 2015 NCLEX-RN® examination pass rate of 31.58%, the program director and faculty were required to submit a Self-Study Report (SSR) in 2016 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-RN® examination and to provide a description of the corrective measures to be implemented.

- Despite efforts to correct areas for improvement, the pass rate for 2016 was 47.06% and the program's approval status was changed to Initial Approval with Warning at the January 2017 Board meeting.
- On June 22, 2017 an unannounced survey visit was conducted by BON and Texas Workforce Commission (TWC) Staff in response to program complaints centered on inadequate clinical learning experiences and inconsistencies in adhering to program policies. A survey visit report was included in the October 2017 Meeting agenda.

Summary of Findings:

Pros:

- The program provided a Report of the Evaluation of the Corrective Measures identified in the self-study report regarding the effectiveness of the following corrective measures that have been implemented:
 - Transitioned to using a different standardized exam with a minimum score of 75;
 - Increased number of qualified faculty through the temporary use of an outside agency;
 - Conducted director-led weekly meetings with new faculty;
 - Carried out regular classroom and clinical evaluations;
 - Assigned specialty exams, online adaptive quizzing, and case studies to applicable courses with higher passing score;
 - Required remediation following failures in exams; and
 - Ensured that clinical evaluation tools are congruent with course objectives.

Cons:

- The NCLEX-RN® examination pass rate for 2017 remains below 80%.
- Findings from the unannounced survey visit were as follows:
 - Students were engaged in improper use of clinical time.
 - Student and faculty policies were not readily available and there was inconsistency in following grading and progression policies. Students expressed concern about rapid changes in policies.
 - Faculty turnover has resulted in numerous new faculty and the use of agency nurses as faculty.
- The following requirements/recommendations were imposed at the October 2017 Board Meeting:
 - Requirement #1: The program shall develop and submit to Board Staff no later than January 1, 2018 written faculty policies required in Rule 215.7 including policies for workload, qualifications and responsibilities, performance evaluation criteria, faculty orientation, faculty development, faculty organization, and other policies to promote a positive work environment and program success. In addition, the Program Director and Administration should agree on policies that will encourage faculty retention no later than January 1, 2018.
 - Requirement #2: The program shall develop and submit to Board Staff no later than January 1, 2018 written student policies outlined in Rule 215.8 including

nursing student admission, dismissal, progression, and graduation policies in accordance with the requirements of all applicable federal and state agencies. Policies should be included describing how students will have input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.

- Recommendation #1: The program shall submit to Board Staff their plans to ensure that mechanisms are in place for the program to meet its responsibilities to clinical agencies to allow students to participate in all clinical experiences no later than December 1, 2017.

All requirements and recommendations have been met.

Staff Rationale for Recommendation:

Rule 215.4(c)(3)(B) states: “A program may be placed on conditional approval status if the pass rate of first-time NCLEX-RN® candidates ... is less than 80% for three (3) consecutive examination years.” Rule 215.4(a)(4) states that “Conditional approval is issued by the Board for a specified time to provide the opportunity to correct deficiencies. (A) The program shall not enroll students while on conditional approval.” The program’s NCLEX-RN® examination pass rates since the program began have been below 80%. There are outstanding requirements based upon findings in the June 22, 2017 Survey Visit.

Staff Recommendation:

Move to change the approval status for the Concorde Career College Associate Degree Nursing Education Program in Dallas, Texas from Initial Approval with Warning to Conditional based upon the NCLEX-RN® examination pass rate for 2017, findings in the 2016 Self-Study Report, and areas for improvement to align with Rule 215, as indicated in the attached letter and Board Order (See Attachment #1).

Draft Letter

January 18, 2018

Louise Outlaw, MSN, RN, Director
Associate Degree Nursing Education Program
Concorde Career College
12606 Greenville Ave., Suite 130
Dallas, Texas 75243

Dear Ms. Outlaw:

At the January 18-19, 2018 meeting, members of the Texas Board of Nursing (BON) considered the approval status for the Concorde Career College Associate Degree Nursing Education Program in Dallas, Texas. Members of the Board wish to thank you and XXX for being present to answer questions.

Based upon the NCLEX-RN® examination pass rate for 2017, findings in the 2016 Self-Study Report, and areas for improvement to align with Rule 215. it was the decision of the Board to change the approval status for the Concorde Career College Associate Degree Nursing Education Program from INITIAL APPROVAL WITH WARNING to CONDITIONAL APPROVAL, and to issue the conditions/requirements in the attached Board Order.

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

Sincerely,

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

copy: Erin Henry, Campus President
Ferquita Stokes, MSN-ED, RN, Regional Dean of Nursing
Texas Workforce Commission

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
Concorde Career College
Associate Degree Nursing Education Program
In Dallas, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 18, 2018, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status for the Concorde Career College Associate Degree Nursing Education Program in Dallas, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon the NCLEX-RN® examination pass rate for 2017, findings in the 2016 Self-Study Report, and areas for improvement to align with Rule 215.

After review and due consideration of the filed materials, as well as the presentation by representatives from the Concorde Career College Associate Degree Nursing Education Program in Dallas, Texas and other interested parties, if any, the Board hereby CHANGES the approval status of Concorde Career College Associate Degree Nursing Education Program in Dallas, Texas from INITIAL WITH WARNING TO CONDITIONAL APPROVAL and imposes the following conditions/requirements:

1. The program shall not enroll students while on conditional approval status.
2. The program will remain on conditional approval status until the program demonstrates a pass rate for first-time candidates of at least 80% on the 2018 NCLEX-RN® examination. The NCLEX-RN® examination year is October 1, 2017 through September 30, 2018.
3. The program must demonstrate full compliance with Rule 215 prior to consideration of a change in approval status.

Entered this 18th day of January, 2018

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