

**Consideration of Change in Approval Status
From Full Approval with Warning to Conditional Approval
McLennan Community College in Waco, Texas
Associate Degree Nursing Education Program**

Summary of Request:

Consider the proposed change in the program approval status for the McLennan Community College (MCC) Associate Degree Nursing (ADN) Education Program in Waco, Texas from Full Approval with Warning to Conditional Approval based upon the 2018 NCLEX-RN® examination pass rate, findings in the 2017 Self-Study Report, and areas for improvement to align with Rule 215.

Historical Perspective:

- MCC ADN Education Program began in 1967.
- In 1976, the program became a multi-entry, multi-exit (MEEP) program to facilitate nursing education on several levels. Upon completion of the first semester of nursing, students can apply to take the state certification exam to be a certified nursing assistant. At the end of the first year, students have the option of taking additional coursework to become a licensed vocational nurse (LVN). Upon completion of the two-year program of study, students are eligible to take the NCLEX-RN® to become a registered nurse.
- The ADN Program is part of the Health Professions division of MCC. Other programs within the health professions are Health Information Technology (HIT), LVN, Medical Assistant Program, Medical Laboratory Technician (MLT), Medical Office Assistant, Phlebotomy, Physical Therapist Assistant (PTA), Occupational Therapy Assistant (OTA), Radiologic Technology (RT), Respiratory Care Technology, Surgical Technology Program and Veterinary Technology Program (VTP).
- MCC is approved by the Texas Higher Education Coordinating Board.
- The ADN program is accredited by the Accreditation Commission for Education in Nursing (ACEN). Programs that are accredited by a national nursing accreditation organization are exempt from regular six-year survey visits by Board Staff.
- The most recent visit by ACEN was in Spring 2013.
 - MCC received continuing accreditation with conditions as the program was in non-compliance with two Accreditation Standards: Standard 2 Faculty and Staff, Criterion 2.1; and Standard 6 Outcomes, Criteria 6.1, 6.2, 6.4, 6.5.1, 6.5.2, and 6.5.3.
 - The follow-up report to ACEN addressing the areas of non-compliance was submitted in Fall 2015 and accepted by the Board of Commissioners at the March 3-4, 2016 meeting. Conditions were removed and the next visit is scheduled for Spring 2021.
 - MCC also submitted a Substantive Change Report in 2018 related to the NCLEX pass rate.
- Rebecca Griffin, MSN, RN, has served as the ADN Program Director since April 2017 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)
2018	Full with Warning	76.47%	78/102
2017	Full	77.88%	81/104
2016	Full	64.04%	73/114
2015	Full	86.96%	100/115
2014	Full	87.78%	79/90
2013	Full	88.43%	107/121

- Due to the 2016 NCLEX-RN® examination pass rate of 64.04%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2017 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-RN® examination and a description of the corrective measures to be implemented.
- Despite efforts to correct areas for improvement, the pass rate for 2017 was 77.88% and the program's approval status of the MCC ADN Program was changed to Full with Warning at the January 2018 Board Meeting and the Board issued a requirement for a survey visit.
- Board staff conducted a focused survey visit on September 19-20, 2018. The Board formally accepted the report of the survey visit to the McLennan College ADN Program at the October 2018 Board Meeting.

Summary of Findings:

Pros:

- The ADN Program adopted the Texas Concept-Based Curriculum in 2013. The course syllabi are well organized and consistent in formatting. Syllabi include the *Differentiated Essential Competencies* (DECs), the ADN Core Objectives, Student Learning Outcomes for the course, grading criteria, and reading assignments.
- The NCLEX-RN® examination pass rate for the first cohort using the Texas Concept-Based Curriculum in 2015 was 86.96%.

Cons:

- Beginning in 2016, the NCLEX examination pass rates have been below 80%.
- Concerns identified during the survey visit included the following:
 - Policies have not been consistently enforced;
 - Student grievances have been overturned by administration and students with poor performance were allowed to continue in the program;
 - Faculty are not totally comfortable with the Texas Concept-Based Curriculum teaching strategies, especially the flipped classroom approach; and
 - Students interviewed indicated that teaching strategies are inconsistent among the four levels.
- The following requirements and recommendation were imposed at the October 2018 Board Meeting:

Requirement #1: The administration shall provide a statement of support for the policies for nursing students, especially those related to admission, progression and dismissal of students based upon established criteria. The statement of support shall be provided to Board Staff no later than December 1, 2018.

Requirement #2: The director shall assess the professional development needs of the faculty to promote consistency in teaching strategies and logical arrangement of content

based upon the concepts in the curriculum. Faculty shall agree on a plan to improve the logical progression of content and teaching strategies appropriate for concept-based education. The director shall provide a report to Board Staff no later than December 1, 2018 outlining a plan for faculty development that will meet the needs of the faculty and students and will meet program outcomes.

Recommendation #1: To further improvement in the instruction outlined in Requirement #1, the faculty shall review the nursing curriculum to ensure that progression of content based upon the concepts is evident across the levels. A report of findings from this curriculum review and suggested changes shall be provided to Board Staff no later than December 1, 2018.

Requirements #1 and #2 and Recommendation #1 were fully met by the December 1, 2018 deadline.

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 has self-identified areas for improvement and a plan to implement corrective measures. The 2018 NCLEX-RN® examination pass rate is 76.47% (78/102).

Staff Recommendation:

Move to change the approval status for the McLennan Community College Associate Degree Nursing Education Program in Waco, Texas from Full Approval with Warning to Conditional Approval based upon the NCLEX-RN® examination pass rate for 2018, findings in the 2017 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 24, 2019

Rebecca Griffin, MSN, RN, Director
Associate Degree Nursing Education Program
McLennan Community College
1400 College Drive
Waco, Texas 76708

Dear Ms. Griffin:

At the January 24-25, 2019 meeting, members of the Texas Board of Nursing (BON) considered the approval status for McLennan Community College Associate Degree Nursing Education Program in Waco, Texas. Members of the Board wish to thank you, Dr. Johnette McKown, Dr. Fred Hills, and Ms. Glynnis Gaines for being present to answer questions.

Based upon the NCLEX-RN® examination pass rate for 2018, findings in the 2017 Self-Study Report, and areas for improvement to align with Rule 215, it was the decision of the Board to change the approval status of the McLennan Community College Associate Degree Nursing Education Program in Waco, Texas, from FULL 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: Dr. Johnette McKown, President
Accreditation Commission for Education in Nursing

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
McLennan Community College
Associate Degree Nursing Education Program
In Waco, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 24, 2019, 333 Guadalupe, Tower II, Room 225, Austin, Texas to consider the approval status of the McLennan Community College Associate Degree Nursing Education Program in Waco, 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 2018, findings in the 2017 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 McLennan Community College Associate Degree Nursing Education Program in Waco, Texas and other interested parties, if any, the Board hereby CHANGES the approval status of the McLennan Community College Associate Degree Nursing Education Program in Waco, Texas from FULL APPROVAL 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% for the 2019 NCLEX-RN® examination year. The NCLEX-RN® examination year is October 1, 2018 through September 30, 2019.
3. The program must demonstrate full compliance with Rule 215 prior to consideration of a change in approval status.

Entered this 24th day of January, 2019

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