

**REVIEW OF APPROVAL STATUS BASED ON 2007 AND 2008 NCLEX-RN® EXAMINATION PASS RATES, REVIEW OF THE 2007 NURSING EDUCATIONAL PROGRAM INFORMATION SURVEY (NEPIS), AND THE 2007 COMPLIANCE AUDIT OF NURSING EDUCATIONAL PROGRAM (CANEP), AND STATUS REPORT, AND CONSIDERATION OF PETITION TO ADMIT STUDENTS  
 ST. PHILIP'S COLLEGE IN SAN ANTONIO, TEXAS  
 ASSOCIATE DEGREE NURSING EDUCATIONAL PROGRAM**

**SUMMARY OF REQUEST:**

Consider the approval status report for St. Philip's College (LVN to ADN) Associate Degree Nursing Educational Program based upon 2007 and 2008 NCLEX-RN® examination pass rates, review of the 2007 NEPIS and 2007 CANEP, and review of the status report.

**HISTORICAL PERSPECTIVE:**

Year	BNE Approval Status	NCLEX-RN® Pass Rate	Number of First Time Candidates (Passed/Total)
October 1, 2007 - June 11, 2008	December 2007 Graduates	85.71%	30/35
2007	Conditional	77.97%	46/59
2006	Conditional	71.64%	48/67
2005	Full with Warning	69.57%	48/69
2004	Full	71.79%	28/39

- The St. Philip's College Associate Degree Nursing Educational Program (LVN Mobility Track) has been in operation since November 1997.
- Since 2004 the program has written a self-study report and has had two survey visits in Spring 2006 and Spring 2007.
- The Board has issued numerous recommendations and requirements to the program since 2005 and the program has made sincere efforts to respond to them.
- The program was placed on conditional approval status at the February 19, 2007 meeting of the Board of Nursing related to three consecutive years of low NCLEX-RN® examination pass rates. Under conditional approval status, the program is not allowed to admit new students.
- The program has been engaged in developing a major curriculum change.
- Teresa McPherson, MSN, RN was approved as a new Interim Director of the program Fall 2008.
- Thirty-seven (37) students in the last cohort admitted to the program graduated in December 2007.
- 35 of the 37 students have taken the NCLEX-RN® examination and 30 have passed the examination. The pass rate for this cohort is 85.71%.
- Even if the other two graduates take the exam and fail, the pass rate for this cohort will be 81.08%.
- Unfortunately, graduates from as far back as 2004 are taking the exam during the examination year beginning October 1, 2007 and even though the reported related to the 2007 graduating cohort is 85.71%, the actual pass rate at this point is 72.92% (35/48).
- The program requests permission to admit students in Fall 2008.

## **PROS AND CONS;**

### Pros:

- The program has submitted a progress report which provides a rationale for their request to admit students (Attachment #1).
- The NCLEX-RN® examination pass rate has gradually been improving since 2005.
- Thirty of the 35 (85.71%) December 2007 graduates who have taken the NCLEX-RN® examination have passed the examination.
- The faculty have submitted a major curriculum change and it has been reviewed by board staff. Work continues on the details of the syllabi.
- Pending approval for St. Philip's College to admit students in Fall 2008, St. Philip's is prepared to appoint Teresa McPherson, MSN, RN as permanent Director of the ADN Program. She is fully qualified and is willing to accept the appointment.

### Cons:

- The program remains on conditional approval.
- Only 2 full time faculty are presently employed to teach in the ADN program at St. Philip's College though two others are being interviewed and adjuncts are available.

## **STAFF RECOMMENDATION:**

Staff recommendation is presented in the form of the following options for consideration by the Board.

1. Move to grant permission for the St. Philip's College Associate Degree Nursing Educational Program to admit students beginning with the Fall 2008 semester and authorize board staff to conduct a survey visit in Spring 2009 as indicated in the attached letter (Attachment #2).
2. Move to deny permission for the St. Philip's College Associate Degree Nursing Educational Program to admit students beginning with the Fall 2008 semester as indicated in the attached letter (Attachment #2).



June 17, 2008

Janice I. Hooper, Ph.D., RN  
Nursing Consultant for Education  
Board of Nurse Examiners for the State of Texas  
William Hobby Building, Suite 3-460  
333 Guadalupe Street  
Austin, TX 78701

Dear Dr. Hooper,

I am requesting favorable consideration for St. Philip's College LVN to RN ADN Mobility Program to accept a small cohort of 40 students beginning fall 2008. The program was placed on conditional status as a result of four consecutive years of NCLEX-RN pass rates below the required 80%. As of December 2007, the College was prohibited from starting another class without Texas Board of Nursing approval. The last class graduated December 2007 with 37 students. To date 30 of 35 students have tested and passed the NCLEX-RN with a pass rate of 85% (two students have not registered to test). We currently have a wait list of over 160 students requesting entry into the program.

A major abbreviated curriculum revision was prompted in response to the Texas BON site and survey visit requirements and recommendations as noted in letters dated January 2006, July 2006, and July 2007. An initial status report on the revisions of the curriculum was submitted to the Texas BON December 2007 with a follow up progress report submitted March 2008.

The following is a summary of activities and changes that have been put into place to improve the quality of the nursing program curriculum content and to ensure the overall success of the students attending St. Philip's College ADN Mobility Program:

1. Curriculum revised to reflect a blocked curriculum model
2. The revised curriculum was mapped utilizing the Differentiated Entry Level Competencies (DELIC) of new graduates of Texas ADN programs, St. Philip's College LVN to RN ADN Mobility program philosophy and conceptual framework, program objectives, and course learning outcomes.
3. Each course in the revised curriculum mapped according to the NCLEX-RN 2007 Test Plan categories and integrated processes.
4. The revised curriculum was approved by the Texas Higher Education Coordinating Board October 24, 2007 and subsequently approved by the Texas BON December 2007
5. Three major courses were deleted from the original curriculum and three new theoretical courses were added. Deleted courses include: RNSG 2207 (Transition to Nursing Practice), RNSG 2414,

(Care of the Client with Complex Health Care Needs), and RNSG2435 (Integrated Client Care Management). Added courses include: RNSG 1327 (Transition from Vocational to Professional) Nursing, RNSG 2231 (Advanced Concepts of Adult Health), and RNSG 2130 (Professional Nursing Review and Licensure Preparation); additionally, three clinical co-requisite courses were added, RNSG 1162 (Transition from Vocational to Professional Nursing), RNSG 2263 (Advanced Concepts to Adult Health), and RNSG 2262 (Management of Client Care).

6. The didactic course RNSG 1327, Transition from Vocational to Professional nurse, focuses on professional roles, responsibilities and skills necessary for the professional nurse and serves as a bridge course from vocational to professional nursing. The clinical co-requisite RNSG 1162, allows the student to develop clinical skills not acquired in the vocational nursing program such as IV therapy and blood administration. RNSG 2231 Advanced Concepts of Adult Health has been added to instruct students on the care of clients with multiple body system health issues including medical emergencies and disaster planning and the clinical co-requisite RNSG 2263 will focus on care of the critically ill client. RNSG 2221 Management of Client Care and the co-requisite, RNSG 2262 were restructured to focus on leadership/management theory and principles of the professional nurse to include team leading roles and responsibilities, enhancing communication and interpersonal skills, delegating and assigning of unlicensed assistive personnel, and conducting post clinical conferences. Professional Nursing & Licensure Preparation, RNSG 2130 was added as an advanced level course that will be utilized to prepare students to successfully pass the NCLEX-RN examination. Content includes a mandatory NCLEX-RN review course, test taking strategies, development of a study plan for review of core nursing content and an exit exam to assess mastery of end of program competencies.
7. All courses in the revised curriculum are sequenced so that the student will progress from simple to more complex concepts and consists of approved nursing courses from the Workforce Education Course Manual of Texas (WECM).
8. All courses will be offered in an 8-week format and didactic courses will be offered as one common class schedule during the day and clinical courses will be offered to accommodate day and evening schedules.
9. Courses are structured to provide didactic instruction, skills laboratory and simulation exercises; small group discussions, case studies and/or projects, computer assisted instructions, external learning activities and clinical practice at the application or higher cognitive levels.

Additional strategies include:

- a. St. Philip's will implement pre-admission testing to select best qualified applicants into the ADN Mobility Program. Testing will assess science, reading, and math readiness as well as critical thinking skills and identify learning styles. Applicants will be required to attain a minimum math and reading score; while the other areas assessed will be utilized to assist in developing specific learning activities/strategies to meet the needs of the student population.
- b. As a strategy to improve student retention and overall student success, students will be identified as at risk for course or program failure by administering comprehensive end of course exams and assessment testing utilizing Kaplan/Lippincott total assessment package or similar tool to assess mastery of subject matter prior to progressing to the next sequenced course. If it is determined that a student has not mastered the subject matter, an individualized remediation plan will be developed utilizing available tools through Kaplan's Total Assessment package. The student will be required to retest prior to progressing to the next sequenced course/level.
- c. As part of the total program evaluation plan, St. Philip's College faculty will engage in ongoing curriculum review and analysis of course content, learning outcomes, mapping of NCLEX-RN test plan integrated concepts and DELCs, inclusion of Nurse Practice Act

content, industry standards, and advisory committee input; incorporation of inter-rater reliability of nursing care plans, documentation, and clinical objectives; and utilization of computer application Par Test/Par Score for exam development and test item analysis.

As Interim ADN program director since January 2008, I have been responsible for the ongoing curriculum review and revision, assigning of qualified instructional faculty, and ensuring resources are in place to meet the needs of the program. I completed the Board of Nursing Director's orientation April 2008 and have had continued involvement with the ADN program including committee work, development of policies and procedures, and attending conferencing and seminars related to professional programs. St. Philip's College administration is requesting that I assume a permanent appointment as ADN Program Director for the upcoming academic year. Currently, two full-time faculty members have been assigned to the ADN Mobility Program and two prospective faculty members are being recommended for hire with an anticipated start date of August 2008 for a total of four full-time faculty assigned. In addition, two adjunct faculty members have also been approved as part time faculty to teach in the ADN Mobility program. The program will move into a newly constructed 114,000 square foot Nursing/Allied Health facility in fall 2008 with incorporation of state of the art simulation, laboratory, and media equipment and resources.

The faculty is currently completing syllabi, student handbook policies and procedures, and developing exams and other instructional materials in preparation for accepting students fall 2008. The administration, faculty and staff of St. Philip's College are committed to the success of our students. It is our goal to train clinically proficient, competent health care providers prepared to deliver quality holistic care in a variety of settings and to provide continual consistency and standardization of the curriculum. Any and all consideration given to this request is greatly appreciated.

Sincerely,

Teresa McPherson, MSN, RN  
Interim Dean of Health Sciences  
Interim ADN Program Director

XC: Adena Williams Loston, Ph.D.  
President

Dr. Antoinette Wheeler  
Vice President of Academic Affairs

DRAFT LETTER

Teresa McPherson, MSN, RN, Interim Director  
St. Philip's College  
Associate Degree Nursing Educational Program  
1801 Martin Luther King Drive  
San Antonio, Texas 78203-2098

Dear Ms. McPherson:

At the July 17, 2008 meeting, members of the Texas Board of Nursing discussed the status of St. Philip's College Associate Degree Nursing Educational Program at San Antonio, Texas and their petition to be granted permission to admit students while on conditional status. The members of the Board wish to thank you and ..... for being available to answer questions.

Based upon the discussion, it was the decision of the Board to:

**[grant permission for the St. Philip's College Associate Degree Nursing Educational Program to admit students beginning with the Fall 2008 semester and authorize board staff to conduct a survey visit in Spring 2009.]**

or

**[deny permission for the St. Philip's College Associate Degree Nursing Educational Program to admit students beginning with the Fall 2008 semester.]**

If you have any questions or if we may be of assistance to you in the future, please contact staff at (512) 305-6814.

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Janice I. Hooper, PhD, RN  
Nursing Consultant for Education

copy: Adena Loston, PhD, President, St. Philip's College  
Chancellor  
Vice Chancellor