

**PROPOSED CHANGE OF APPROVAL STATUS
 BASED ON 2005 NCLEX-RN® EXAMINATION PASS RATES,
 REVIEW OF 2005 ANNUAL REPORT AND REPORT OF SURVEY VISIT**

**WEATHERFORD COLLEGE
 ASSOCIATE DEGREE NURSING EDUCATION PROGRAM**

SUMMARY OF REQUEST: Consider a proposed change of the Weatherford College Associate Degree Nursing Education Program approval status based on the 2005 NCLEX-RN® Examination Pass Rates, review of the 2005 annual report and the report of the survey visit conducted by board staff October 10-12, 2005.

HISTORICAL PERSPECTIVE:

YEAR	Approval Status	NCLEX-RN® Pass Rate	Number of First-Time Candidates (Passed/Total)
2005	Warning	89.47%	51/57
2004	Full moved to Warning 10/21/04	84.78%	39/46
2003	Full	87.50%	28/32

- In July 1999, the Board granted approval for Weatherford College to develop an associate degree nursing program with an LVN transition track. In April 2000, Weatherford College received Board approval to admit the first class of students in Fall 2000 and was granted Initial Approval.
- Subsequent survey visits were conducted in 2002 and 2003 with recommendations and requirements issued by the Board. Additionally, the Board required that Progress Reports be submitted by the program addressing the program's status in meeting the Board-issued recommendations and requirements. Although the requirements related to curriculum revision had not been met, the Board granted the program Full Approval status in January 2004 with the requirement that the transition track would only admit students once each academic year.
- In May 2003, the program director resigned and subsequently two different interim program directors were appointed. In Summer 2003, the faculty decided, under the direction of the current interim program director, to develop a major curriculum change that was later discovered by board staff to have been partially implemented prior to the program receiving board staff approval.
- At the beginning of August 2004, the acting program director resigned and four (4) full-time faculty resigned. An additional full-time faculty member went to part-time status and then resigned in December 2004. A qualified program director was appointed on August 16, 2004 to assume the administrative responsibilities for the program.
- Board staff conducted a survey visit of the program on October 8, 2004. Freshman course syllabi, part of the major curriculum change, were submitted during survey visit. Remaining course syllabi for major curriculum change were submitted during November 2004 through January 2005 and the program received board staff approval to implement these courses in Fall 2005.
- At the October 20-21, 2004 meeting, the Board moved to change the program's approval status from Full to Warning, issued commendations, recommendations, and requirements to be met, and authorized board staff to conduct a survey visit in Fall 2005.
- The program director and faculty have implemented measures to address all previously issued recommendations and requirements.

SUMMARY OF SURVEY VISIT (see Attachment 1 for complete report):

- 215.1. General Requirements- When questioned by survey visitors, the faculty was unable to verbalize knowledge of Rule 215.
- 215.5 Philosophy/Mission and Objectives/Outcomes -criteria met.
- 215.6 Administration and Organization- criteria met
- 215.7 Faculty Qualifications and Faculty Organization- the programs employs a doctorate level pharmacy technician to teach the pharmacology course HPRS 2300. The course includes a mastered prepared nurse to teach the skills portion of the course. However, the course is approximately 60% didactic objectives/outcomes which are taught by the Pharmacy Technician. Additionally the nurse is not listed on the syllabus.
- 215.8 Students- a written receipt which acknowledges the eligibility issues was missing from the current student files reviewed by the surveyors.
- 215.9 Program of Study- the program director and faculty were unable to clearly indicate that the complete Differentiated Entry Level Competencies were included in the curriculum.
- 215.10 Management of Clinical Learning Experiences and Resources - the program director and faculty verbalized that no written criteria for selection of clinical sites was available.
- 215.11 Facilities, Resources and Services- survey of the area allocated for the Allied Health resources in the library revealed several texts which are outdated. Although the library has a well developed weeding policy, it has not been included in the nursing program policies.
- 215.12 Records and Reports- criteria met
- 215.13 Total Program Evaluation -criteria met

REVIEW OF 2005 ANNUAL REPORT:

- Findings in Annual Report consistent with survey visit (10/10-12/05) findings.
- Program appears in compliance with Rule 215 with the exception of the areas of concern identified in the survey visit (10/10-12/05).

PROS AND CONS:

Pros -

- A knowledgeable program director
- NLNAC continuing accreditation until 2007
- Cohesive, supportive faculty dedicated to addressing student needs
- Verbalized administrative support to accomplish program objectives
- Adequate teaching aids/resources and computers are available for the students.
- A functioning faculty/student mentoring plan that provides students a direct avenue to voice problems and concerns.

Cons -

- Limited space prevents future expansion of the program
- Program has a previous history of indicating that Board-issued recommendations and requirements have been addressed by the program, but upon investigation by board staff were, in fact, not addressed.
- Areas of concern were identified during 10/10-12/05 survey resulting in board staff proposing six (6) recommendations and six (6) requirements to be met.

As of December 20, 2005, the program director has submitted documentation addressing all areas of concern found during the 10/10-12/05 survey visit.

STAFF RECOMMENDATION:

Staff recommendation is presented to the Board in the form of the following two options:

1. Move to change the approval status of Weatherford College Associate Degree Nursing Program from Warning to Full based on review of the 2005 NCLEX-RN® Examination Pass Rates, Review of 2005 Annual Report and Report of the October 10-12, 2005 survey visit and issue the commendations, recommendations and requirements, as indicated in the attached letter (Attachment Two).
2. Move to change the approval status of Weatherford College Associate Degree Nursing Program from Warning to Full based on review of the 2005 NCLEX-RN® Examination Pass Rates, Review of 2005 Annual Report and Report of the October 10-12, 2005 survey visit and issue the commendations, recommendations and requirements, as indicated in the attached letter (Attachment Two) and authorize staff to conduct a survey visit in Fall of 2006.

Attachment 1

BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS
SURVEY VISIT PROGRAM REPORT
(RN and RN to BSN Education Programs)

NAME OF NURSING PROGRAM: Weatherford College Associate Degree Nursing Education Program

DEAN OR DIRECTOR: Cheryl Livengood, MSN, RN

DATE APPOINTED August 2004

REASON FOR SURVEY: Board Mandated; Program on Full Approval with Warning Status

DATES: 10/10-12/2005

SURVEY VISITOR(S): Betty Sims, MSN, RN and Robbin Wilson, MSN, RN

CCURRENT BNE APPROVAL STATUS: Full with Warning

VOLUNTARY ACCREDITATION:

NLNAC: YES NO PERIOD OF ACCREDITATION: From 2005 to 2007

STANDARD/CRITERIA	EVIDENCE	COMMENTS
215.1 General Requirements		
a) The dean or director and faculty are accountable for complying with the Board's rules and regulations and the Nursing Practice Act.	The faculty was unable to verbalize knowledge of Rule 215.	Requirement #1: The program director shall implement measures to ensure faculty are aware of the BNE rules/regulations, the Nursing Practice Act (NPA), and the BNE Education Guidelines. Additionally, the program director and faculty shall include knowledge of the rules, regulations, NPA and Education Guidelines in decision making processes for the program.
§215.4 Pass Rate of Graduates on the NCLEX-RN		
(c)(2)(A) Eighty percent (80%) of first-time candidates who complete the program of study are required to achieve a passing score on the NCLEX-RN examination.		Criteria met
§215.5 Mission and Goals (Philosophy and Objectives)		
(a) The philosophy/mission and objectives/outcomes of the professional nursing education program shall be consistent with the philosophy/mission of the governing institution. The shall reflect the diversity of the community served and shall be consistent with professional, educational, and ethical standards of nursing.		Criteria met
(b) Program objectives/outcomes derived from the philosophy/mission shall reflect the <i>Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/AND), Baccalaureate (BSN), September 2002.</i>		Criteria met
(c) Clinical objective/outcomes shall be stated in behavioral terms and shall serve as a mechanism for evaluating student progression.		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(d) The conceptual framework shall provide the organization of major concepts from the philosophy/mission of the program that provides the underlying structure or theme of the curriculum and facilitates the achievement of the program objectives/outcomes.		Criteria met
(e) The faculty shall periodically review the philosophy/mission and objectives/outcomes and shall make revisions to maintain currency.		Criteria met
§215.6 Administration and Organization		
(a) The governing institution shall be accredited by a Board-recognized agency. (b) There shall be an organizational chart which demonstrates the relationship of the professional nursing education program to the governing institution, and indicates lines of responsibility and authority.	The college president, vice president and dean demonstrated strong support for the nursing program.	Commendation
(c) In colleges and universities, the program shall have comparable status with other academic units in such areas as rank, promotion, tenure, leave, benefits and professional development.		Criteria met
(d) Salaries shall be adequate to recruit, employ, and retain sufficient qualified faculty members with graduate preparation and expertise necessary for students to meet program goals.		Criteria met
(e) The governing institution shall provide financial support and resources needed to operate a program which meets the legal and educational requirements of the Board and fosters achievement of program goals. The financial resources shall support adequate educational facilities, equipment and qualified administrative and instructional personnel.	In interview with the newly appointed president, a process of Master Planning for the entire college, to include academics and space, was discussed.	Recommendation #1: Implement measures to ensure nursing faculty input in the Master Planning process.
(f) Each professional nursing education program shall be administered by a qualified individual who is accountable for the planning, implementation and evaluation of the professional nursing education program. The dean or director shall: (1) hold a current license or privilege to practice as a registered nurse in the State of Texas; (2) hold a master's degree in nursing; (3) hold a doctoral degree, if administering a baccalaureate or master's degree program; (4) have a minimum of three years teaching experience in a professional nursing education program; and (5) have demonstrated knowledge, skills and abilities in administration within a professional nursing education program.		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>§215.7 Faculty Qualifications and Faculty Organization</p>		
<p>(a) There shall be written personnel policies for nursing faculty that are in keeping with accepted educational standards and are consistent with those of the governing institution. Policies which differ from those of the governing institution shall be consistent with nursing unit mission and goals (philosophy and outcomes).</p> <p>(1) Policies concerning workload for faculty and the dean or director shall be in writing.</p> <p>(2) Sufficient time shall be provided faculty to accomplish those activities related to the teaching-learning process.</p> <p>(3) Teaching activities shall be coordinated among full-time, part-time faculty, clinical preceptors and clinical teaching assistants.</p> <p>(4) If the dean or director is required to teach, he or she shall carry a teaching load of no more than three clock hours per week.</p>	<p>A well crafted plan for determining reliability for written work is in place. However no plan for reliability for clinical supervision is available.</p>	<p>Recommendation #2: Extend the policy for interrater reliability to include clinical supervision and evaluation.</p>
<p>(b) A professional nursing education program shall employ sufficient faculty members with graduate preparation and expertise necessary to enable the students to meet the program goals. The number of faculty members shall be determined by such factors as:</p> <p>(1) The number and level of students enrolled;</p> <p>(2) The curriculum plan;</p> <p>(3) Activities and responsibilities required of faculty;</p> <p>(4) The number and geographic locations of affiliating agencies and clinical practice settings; and</p> <p>(5) The level of care and acuity of clients.</p>		<p>Criteria met</p>
<p>(c) Faculty Qualifications and Responsibilities</p> <p>(1) Documentation of faculty qualifications shall be included in the official files of the programs. Each nurse faculty member shall:</p> <p>(A) Hold a current license or privilege to practice as a registered nurse in the State of Texas;</p> <p>(B) Show evidence of teaching abilities and maintaining current knowledge, clinical expertise, and safety in subject area of teaching responsibility;</p> <p>(C) Hold a master's degree, preferably in nursing. A nurse faculty member holding a master's degree in a discipline other than nursing shall hold a bachelor's degree in nursing from an approved or accredited baccalaureate program in nursing; and</p> <p>(I) if teaching in a diploma or associate degree nursing program, shall have at least six semester hours of graduate level content in nursing appropriate to assigned teaching responsibilities, or</p> <p>(ii) if teaching in a baccalaureate level program, shall have at least 12 semester hours of graduate-level content in nursing appropriate to assigned teaching responsibilities.</p>		<p>Criteria met</p>
<p>(D) In fully approved programs, if an individual to be appointed as faculty member does not meet the requirements for faculty as specified in this subsection, the dean or director is permitted to petition for a waiver of the Board's requirements, according to Board guidelines, prior to the appointment of said individual.</p>		<p>N/A</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(E) In baccalaureate programs, an increasing number of faculty members should hold doctoral degrees appropriate to their responsibilities.		N/A
(2) All nursing faculty, as well as non-nursing faculty, who teach theory nursing courses, e.g., pathophysiology, pharmacology, research, management and statistics, shall have graduate level educational preparation verified by the program dean or director as appropriate to these areas of responsibility.		Criteria met SEE NOTE AT 215.7 (3)
(3) Non-nursing faculty assigned to teach didactic nursing courses shall be required to co-teach with nursing faculty in order to meet nursing course objectives.	The program employs a doctorate level pharmacy technician to teach the pharmacology course, HPRS 2300 . The course includes a mastered prepared nurse to teach the skills portion of the course. The course has approximately 60% didactic objectives/outcomes which are taught by the Pharmacy Technician. The nurse is not listed on the syllabus.	Requirement #2: Nursing faculty shall teach nursing content. Provide board staff a clear delineation of who is teaching nursing content. Recommendation #3: Consider the feasibility of converting the Pharmacology course from an HPRS course to a RNSG course.
(d) Teaching assignments shall be commensurate with the faculty member's education and experience in nursing.		Criteria met
(e) The faculty shall be organized with written policies and procedures and/or bylaws to guide the faculty and program's activities.		Criteria met
(f) The faculty shall meet regularly and function in such a manner that all members participate in planning, implementing and evaluating the nursing program. Such participation includes, but is not limited to the initiation and/or change of academic policies, personnel policies, curriculum, utilization of affiliating agencies, and program evaluation. (1) Committees necessary to carry out the functions of the program shall be established with duties and membership of each committee clearly defined in writing. (2) Minutes of faculty organization and committee meetings shall document the reasons for actions and the decisions of the faculty and shall be available for reference.		Criteria met
(g) There shall be written plans for faculty orientation, development, and evaluation. (1) Orientation of new faculty members shall be initiated at the onset of employment. (2) A program of faculty development shall be offered to encourage and assist faculty members to meet the nursing program's needs as well as individual faculty member's professional development needs. (3) A variety of means shall be used to evaluate faculty performance such as self, student, peer and administrative evaluation.		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§215.8 Students		
(a) Students shall have mechanisms for input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.	<p>Students describe faculty as caring, appreciate the "peer" relationship with faculty. The student/faculty liaison process provides students access to provide input in the program.</p> <p>Students verbalized a concern related to the lack of federal loan opportunities outside of Pell. The program director has developed plans to notify current and future student of the college policy.</p>	<p>Commendation</p> <p>Recommendation #4: Explore community resources and opportunities to establish collaborative partnerships for scholarships and grants.</p>
(b) The number of students admitted to the program shall be determined by the number of qualified faculty, adequate educational facilities and resources, and the availability of appropriate clinical learning experiences for students		Criteria met
(c) Written policies regarding nursing student admission and progression shall be developed and implemented in accordance with the requirements that the governing institution must meet to maintain accreditation. Student policies which differ from those of the governing institution shall be in writing and shall be made available to faculty and students.		Criteria met
(d) Policies shall facilitate mobility/articulation, be consistent with acceptable educational standards, and be available to students and faculty.		Criteria met
(e) Students shall have the opportunity to evaluate faculty, courses, and learning resources and these evaluations shall be documented.		Criteria met
<p>(f) Individuals enrolled in approved professional nursing education programs preparing students for initial licensure shall be provided verbal and written information regarding conditions that may disqualify graduates from licensure and of their rights to petition the Board for a Declaratory Order of Eligibility. Required eligibility information includes: (1) Texas Occupations Code 301.252, 301.257 and 301.452 - .469; and (2) Sections 213.27 - 213.30 of the Texas Administrative Code (relating to Good Professional Character, Licensure of Persons with Criminal Convictions, Criteria and Procedure Regarding Intemperate Use and Lack of Fitness in Eligibility and Disciplinary Matters, Declaratory Order of Eligibility for Licensure).</p> <p>(g) The professional nursing education program shall maintain written receipt of eligibility notification for up to six months after the individual enrolled completes the nursing education program or permanently withdraws from the nursing education program.</p>	A written receipt which acknowledges the eligibility issues was missing from current files.	<p>Requirement #3: The program director shall implement measures to acquire and maintain a written receipt of eligibility for all students as indicated in Rules 213.27-30.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§215.9 Program of Study		
<p>(a) The program of study shall be:</p> <p>(1) at least the equivalent of two academic years and shall not exceed four calendar years;</p> <p>(2) planned, implemented, and evaluated by the faculty;</p> <p>(3) based on the philosophy/mission objectives/outcomes;</p> <p>(4) organized logically, sequenced appropriately;</p> <p>(5) based on sound educational principles;</p> <p>(6) designed to prepare graduates to practice according to the Standards of Nursing Practice as set forth in the Board's rules and Regulations; and</p> <p>(7) designed and implemented to prepare students to demonstrate the <i>Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002.</i></p>	<p>The program can not produce a clear indication that all DELC competencies are addressed within the curriculum.</p>	<p>Requirement #4: The program director shall develop a mechanism to insure inclusion of all DELC competencies. Expand to include all knowledge and clinical behaviors.</p>
<p>(b) There shall be a reasonable balance between non-nursing courses and nursing courses which are offered in a supportive sequence with rationale and are clearly appropriate for collegiate study.</p>		<p>Criteria met</p>
<p>(c) There shall be a rationale for the ratio of contact hours assigned to classroom and clinical learning experiences. The recommended ration is three contact hours of clinical learning experiences for each contact hour of classroom instruction.</p>		<p>Criteria met</p>
<p>(d) The program of study should facilitate articulation among programs.</p>		<p>Criteria met</p>
<p>(e) The program of study shall include, but not be limited to the following areas:</p> <p>(1) non-nursing courses, clearly appropriate for collegiate study, offered in a supportive sequence.</p> <p>(2) nursing courses which include didactic and clinical learning experiences in the four content areas, medical-surgical, maternal/child health, pediatrics, and mental health nursing that teach students to use a systematic approach to clinical decision making and prepare students to safely practice professional nursing through promotion, prevention, rehabilitation, maintenance, and restoration of the health of individuals of all ages.</p> <p>(A) Course content shall be appropriate to the role expectations of the graduate.</p> <p>(B) Professional values including ethics, safety, diversity, and confidentiality shall be addressed.</p> <p>(C) The Nursing Practice Act, Standards of Nursing Practice, Unprofessional Conduct Rules, Delegation Rules, and other laws and regulations which pertain to various practice settings shall be addressed.</p>		<p>Criteria met</p>
<p>(e)(3) Nursing courses shall prepare students to recognize and analyze health care needs, select and apply relevant knowledge and appropriate methods for meeting the health care needs of individuals and families, and evaluate the effectiveness of the nursing care.</p>		<p>Criteria met</p>
<p>(e)(4) Baccalaureate and entry-level master's degree programs in nursing shall include learning activities in basic research and management/leadership, and didactic and clinical learning experiences in community health nursing.</p>		<p>N/A</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(f) The learning experiences shall provide for progressive development of values, knowledge, judgment, and skills.</p> <p>(1) Didactic learning experiences shall be provided either prior to or concurrent with the related clinical learning experiences.</p> <p>(2) Clinical learning experiences shall be sufficient in quantity and quality to provide opportunities for students to achieve the stated outcomes.</p> <p>(3) Students shall have sufficient opportunities in simulated or clinical settings to develop manual technical skills, using contemporary technologies, essential for safe, effective nursing practice.</p> <p>(4) Learning opportunities shall assist students to develop communication and interpersonal relationship skills.</p>		Criteria met
<p>(g) Faculty shall develop and implement evaluation methods and tools to measure progression of students' cognitive, affective and psychomotor achievements in course/clinical objectives according to Board guidelines.</p>		Criteria met
<p>(h) Curriculum changes shall be developed by the faculty according to Board standards and shall include information outlined in the Board guidelines. The two types of curriculum changes are:</p> <p>(1) Minor curriculum changes not requiring prior Board staff approval, and may include:</p> <p>(A) editorial updates of philosophy/mission and objectives/outcomes; or</p> <p>(B) redistribution of course content or course hours</p> <p>(2) Major curriculum changes requiring Board staff approval prior to implementation, including:</p> <p>(A) changes in program philosophy/mission and objectives/outcomes which result in a reorganization or re-conceptualization of the entire curriculum, including but not limited to changing from a block to an integrated curriculum.</p> <p>(B) the addition of transition course(s), tracks/alternative programs of study, including MEEP, that provide educational mobility.</p> <p>(C) mobility programs desiring to establish a generic program are treated as a new program and the appropriate proposal should be developed.</p>		Criteria met
<p>(I) All programs implementing a curriculum change shall provide an evaluation of the outcomes of these changes and submit with the Annual Report through the first graduating class.</p>		Criteria met
<p>(j) Documentation of Governing Institution approval or Texas Higher Education Coordinating Board approval must be provided to the Board prior to implementation of changes, as appropriate.</p>		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(k) Nursing education programs that have full approval and are undergoing major curriculum changes shall submit an abbreviated proposal to the office for approval at least four (4) months prior to implementation. The abbreviated proposal shall contain at least the following:</p> <p>(1) new and old philosophy/mission, major concepts, program objectives/outcomes, course objectives/outcomes;</p> <p>(2) new and old curriculum plans;</p> <p>(3) clinical evaluation tools for each clinical course; and</p> <p>(4) additional information as requested in order to provide clarity for Board staff.</p>		Criteria met
<p>(l) Nursing education programs not having full approval but proposing a major curriculum change shall submit a full curriculum change proposal and meet the requirements as outlined in 215.9(h).</p>		Criteria met
<p>§215.10 Management of Clinical Learning Experiences and Resources</p>		
<p>(a) In all cases faculty shall be responsible and accountable for managing clinical learning experiences and observational experiences of students.</p>		Criteria met
<p>(b) Faculty shall develop criteria for the selection of affiliating agencies/clinical facilities or clinical practice settings which address safety and the need for students to achieve the program outcomes (goals) through the practice of nursing care or observational experiences.</p>	<p>Program director and faculty verbalized that no written criteria for selection of clinical sites is available.</p>	<p>Requirement #5: The program director and faculty shall develop criteria for selection of clinical facilities.</p>
<p>(c) Faculty shall select and evaluate affiliating agencies/clinical facilities or clinical practice settings which provide students with opportunities to achieve the goals of the program.</p> <p>(1) Written agreements between the program and the affiliating agencies shall specify the responsibilities of the program to the agency and the responsibilities of the agency to the program.</p> <p>(2) Agreements shall be reviewed periodically and include provisions for adequate notice of termination.</p>		Criteria met
<p>(d) The faculty member shall be responsible for the supervision of students in clinical learning experiences.</p> <p>(1) When a faculty member is the only person officially responsible for a clinical group, the group shall total no more than ten (10) students. Patient safety shall be a priority and may mandate lower ratios, as appropriate. The faculty member shall supervise that group in only one facility at a time, unless some portion or all of the clinical group are assigned to observational experiences in additional settings.</p> <p>(2) Direct faculty supervision is not required for an observational experience.</p> <p>(A) Observational experiences may be used to supplement, but not replace patient care experiences, and must serve the purpose of student attainment of clinical objectives.</p> <p>(B) Observational experiences shall comprise no more than 20% of the clinical contact hours for a course and no more than 10% of the clinical contact hours for the program of study.</p>		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(e) Faculty may use clinical preceptors or clinical teaching assistants to enhance clinical learning experiences and to assist faculty in the clinical supervision of students.</p> <p>(1) Faculty shall develop written criteria for the selection of clinical preceptors and clinical teaching assistants.</p> <p>(2) When clinical preceptors or clinical teaching assistants are used, written agreements between the professional nursing education program, clinical preceptor or clinical teaching assistant, and the affiliating agency, when applicable, shall delineate the functions and responsibilities of the parties involved.</p> <p>(3) Faculty shall be readily available to students and clinical preceptors or clinical teaching assistants during clinical learning experiences.</p> <p>(4) The designated faculty member shall meet periodically with the clinical preceptors or clinical teaching assistants and student(s) for the purpose of monitoring and evaluating learning experiences.</p> <p>(5) Written clinical objectives shall be shared with the clinical preceptors or clinical teaching assistants prior to or concurrent with the experience.</p>		Criteria met
<p>(f) Clinical preceptors may be used to enhance clinical learning experiences after a student has received clinical and didactic instruction in all basic areas of nursing or within a course after a student has received clinical and didactic instruction in the basic areas of nursing for that course or specific learning experience.</p> <p>(1) In courses which use clinical preceptors for a portion of clinical learning experiences, faculty shall have no more than 12 students in a clinical group.</p> <p>(2) In a course which uses clinical preceptors as the sole method of student instruction and supervision in clinical settings, faculty shall coordinate the preceptorship for no more than 24 students.</p> <p>(3) The preceptor may supervise student clinical learning experiences without the physical presence of the faculty member in the affiliating agency or clinical practice setting.</p> <p>(4) The preceptor shall be responsible for the clinical learning experiences of no more than two students per clinical day.</p>		Criteria met
<p>(5) Clinical preceptors shall have the following qualifications:</p> <p>(A) competence in designated areas of practice;</p> <p>(B) philosophy of health care congruent with that of the nursing program; and</p> <p>(C) current licensure or privilege as a registered nurse in the State of Texas; or</p> <p>(D) if not a registered nurse, a current license in Texas as a health care professional with a minimum of a bachelor's degree in that field.</p>		Criteria met
<p>(g) Clinical teaching assistants may assist qualified, experienced faculty with clinical learning experiences.</p>		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(1) In clinical learning experiences where a faculty member is supported by a clinical teaching assistant, the ratio of faculty to students shall not exceed 2:15 (faculty plus clinical teaching assistant: student).</p> <p>(2) Clinical teaching assistants shall supervise student clinical learning experiences only when the qualified and experienced faculty member is physically present in the affiliating agency or alternative practice setting.</p> <p>(3) When acting as a clinical teaching assistant, the RN shall not be responsible for other staff duties, such as supervising other personnel and/or patient care.</p>		Criteria met
<p>(4) Clinical teaching assistants shall meet the following criteria:</p> <p>(A) hold a current license or privilege to practice as a registered nurse in the State of Texas;</p> <p>(B) hold a bachelor's degree in nursing from an accredited baccalaureate program in nursing; and</p> <p>(C) have the clinical expertise to function effectively and safely in the designated area of teaching.</p>		Criteria met
§215.11 Facilities, Resources, and Services		
<p>(a) The governing institution shall be responsible for providing:</p> <p>(1) educational facilities,</p> <p>(2) resources, and</p> <p>(3) services which support the effective development and implementation of the nursing education program.</p>		Criteria met SEE NOTE AT 215.11 (c)
<p>(b) The dean or director and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.</p>		Criteria met
<p>(c) The physical facilities shall be adequate to meet the needs of the program in relation to the size of the faculty and the student body.</p> <p>(1) The dean or director shall have a private office.</p> <p>(2) Faculty offices shall be conveniently located and adequate in number and size to provide faculty with privacy for conferences with students and uninterrupted work.</p> <p>(3) Space for clerical staff, records, files, and equipment shall be adequate.</p> <p>(4) There shall be mechanisms which provide for the security of sensitive materials, such as examinations and health records.</p> <p>(5) Classrooms, laboratories, and conference rooms shall be conducive to learning and adequate in number, size, and type for the number of students and the educational purposes for which the rooms are used.</p>	While the classroom space is limited, it is adequate. Teaching/ learning strategies can be facilitated by creative rearrangement of available space resource.	Recommendation #5: Explore the possibility of collaborating with other departments to rearrange the classroom to facilitate the teaching/learning needs of faculty and students.
<p>(d) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty.</p> <p>(1) Provisions shall be made for accessibility, availability, and timely delivery of information resources.</p> <p>(2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.</p>	Survey of the area allocated for Allied Health resources revealed several texts which are outdated. The library has a well developed weeding policy. However, the policy is not included in the nursing program policies.	Requirement #6: The ADN program director and ADN faculty shall collaborate with library staff and the VN program to implement an effective weeding and archiving policy, including a mechanism for identifying/labeling outdated holdings retained for historical value. Additionally, the weeding policy shall be included in the nursing faculty handbook.

§215.12 Records and Reports		
(a) Accurate and current records shall be maintained in a confidential manner and be accessible to appropriate parties. These records shall include, but are not limited to: (1) records of current students; (2) transcripts/permanent record cards of graduates (3) faculty records; (4) administrative records, which include minutes of faculty meetings for the past three years, annual reports, and school catalogs; (5) the current program of study and curriculum including mission and goals (philosophy and outcomes), and course outlines; (6) agreements with affiliating agencies; and (7) the master plan of evaluation with most recent data collection.		Criteria met
(b) Records shall be safely stored to prevent loss, destruction, or unauthorized use.		Criteria met
(c) Copies of the program's Annual Reports and important Board communication shall be maintained as appropriate.		Criteria met
§215.13 Total Program Evaluation		
(a) There shall be a written plan for the systematic evaluation of the total program. The plan shall include evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and instructional effectiveness. The following broad areas shall be periodically evaluated: (1) organization and administration of the program; (2) philosophy/mission and objectives/outcomes; (3) program of study, curriculum, and instructional techniques; (4) education facilities, resources, and services; (5) affiliating agencies and clinical learning activities; (6) students' achievement; (7) graduates' performance on the licensing examination; (8) graduates' nursing competence; (9) faculty members' performance; and (10) extension programs.	The total program evaluation is well done. There are no numerical benchmarks in the plan.	Recommendation #6: Include numerical benchmarks in the total program evaluation, as appropriate.
(b) All evaluation methods and instruments shall be periodically reviewed for appropriateness.		Criteria met
(c) Implementation of the plan for total program evaluation shall be documented in the minutes.		Criteria met
(d) Major changes in the nursing education program shall be evidence-based and supported by rationale.		Criteria met

Attachment 2

January 24, 2006

Cheryl Livengood, MSN, RN, Director
Weatherford College
225 College Park Drive
Weatherford, TX 76086

Dear Ms. Livengood:

At the January 19-20, 2006 meeting, the members of the Board of Nurse Examiners discussed the program's approval status based on the 2005 NCLEX-RN® Examination Pass Rates, review of the 2005 annual report and the report of the survey visit conducted by board staff on October 10-12, 2005. The members of the Board wish to thank you and _____ for being available to answer questions.

It was the decision of the Board to move the program's approval status from Full with Warning to Full, accept the report of the survey visit, **[authorize a survey visit in Fall 2006]** and issue the following commendations, recommendations and requirements to be met.

Commendations:

1. Administrative staff of the college are commended for the demonstration of strong support for the nursing program.
2. The faculty are commended for the student/faculty liaison process which offers students an access to provide input in the program operation and an avenue to verbalize concerns.

Recommendations:

1. Implement measures to ensure nursing faculty input in the Master Planning process.
2. Explore community resources and opportunities to establish collaborative partnerships for scholarships and grants.
3. Extend the policy for inter-rater reliability to include clinical supervision and evaluation.
4. Consider the feasibility of converting the Pharmacology course from an HPRS course to a RNSG course.
5. Explore the possibility of collaborating with other departments to rearrange the classroom to facilitate the teaching/learning needs of faculty and students.
6. Include numerical benchmarks in the total program evaluation, as appropriate.

Requirements:

1. Rule 215.1 General Requirements, states that "The dean or director and faculty are accountable for complying with the Board's rules and regulations and the Nursing Practice Act". The faculty was unable to verbalize knowledge of Rule 215. **Therefore**, the program director shall implement measures to ensure faculty are aware of the BNE rules, regulations, the Nursing Practice Act (NPA), and the education guidelines. **Additionally**, faculty shall include the rules/regulations, NPA and education guidelines in decision making processes for the program.
2. Rule 215.7 Faculty Qualifications and Faculty Organization, states that, "Non-nursing faculty assigned to teach didactic nursing courses shall be required to co-teach with nursing faculty in order to meet nursing course objectives"...The program employs a doctorate level pharmacy technician to teach the pharmacology course, HPRS 2300. The course includes a mastered prepared nurse to teach the skills portion of the course. The course has approximately 60% didactic objectives/outcomes which are taught by the Pharmacy Technician. The nurse is not listed on the syllabus. **Therefore**, Nursing faculty shall teach nursing content. Provide board staff a clear delineation of who is teaching nursing content.
3. Rule 215.8 Students, states that, "The professional nursing education program shall maintain written receipt of eligibility notification for up to six months after the individual enrolled completes the nursing education program or permanently withdraws from the nursing education program."...A written receipt which acknowledges the eligibility issues was missing from current files. **Therefore**, the program director shall, implement measures to acquire and maintain a written receipt of eligibility for all students as indicated in Rules 213.27-30.
4. Rule 215.9 Program of Study, states that, the program of study shall be "designed and implemented to prepare students to demonstrate the *Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002.*"...The program can not produce a clear indication that all DELC competencies are addressed within the curriculum. **Therefore**, the program director shall develop a mechanism to insure inclusion of all DELC competencies. Expand to include all knowledge and clinical behaviors.

5. Rule 215.10 Management of Clinical Learning Experiences and Resources, states that, "Faculty shall develop criteria for the selection of affiliating agencies/clinical facilities or clinical practice settings "...Program director and faculty verbalized that no written criteria for selection of clinical sites is available. **Therefore**, the program director and faculty shall develop criteria for selection of clinical facilities.
6. Rule 215.11 Facilities Resources and Services, states that, "The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum..." Survey of the area allocated for Allied Health resources revealed several texts which are outdated. The library has a well developed weeding policy. However, the policy is not included in the nursing program policies. **Therefore**, the program director and faculty shall collaborate with library staff and the VN program to implement an effective weeding and archiving policy. **Additionally**, the weeding policy shall be included in the nursing faculty handbook.

Recommendations are suggestions based upon program assessment indirectly related to the rule. The program must respond in a method of the program's choice. Requirements are mandatory criterion based on program assessment directly related to the rule that shall be addressed in the manner prescribed. Please provide a complete response to findings no later than March 31, 2006. Board staff is available to address questions and concerns.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Betty Sims MSN, RN
Nurse Consultant, Education

cc. Kathy Boswell, MS, RN, Dean, Health & Human Services
Dr. Aileen Atkins, Vice President of Instruction
Dr. Joseph Birmingham, President
THECB
NLNAC