

**REPORT OF SURVEY VISIT  
 WEATHERFORD COLLEGE  
 VOCATIONAL NURSING EDUCATION PROGRAM**

**SUMMARY OF REQUEST:**

Consider the report of the survey visit conducted on October 10-12, 2005 at Weatherford College Vocational Nursing Education Program and board staff's recommendation for commendations, recommendations, and requirements to be met.

**HISTORICAL PERSPECTIVE:**

YEAR	Approval Status	NCLEX-PN® Examination Pass Rates	Weatherford College VN Program Number of First-Time Candidates (Passed/Total)
2005	Full	Preliminary as of 12/29/05 97.44%	Preliminary as of 12/29/05 38/39
2004	Full	100.0%	36/36
2003	Full	93.0%	46/50
2002	Full	89.0%	36/40

- On September 3, 1974 the Texas Board of Vocational Nurse Examiners granted accreditation/approval for the Weatherford College Vocational Nursing Program to begin enrolling students.
- On October 15, 1998 the Board granted approval to the program to appoint Nita Parsons, BSN, RN as Director of the Weatherford College Vocational Nursing Program. Ms. Parsons remains in the position.
- The last survey visit of the program was conducted by board staff on September 20, 2001 resulting in one Board-issued stipulation related to formulating a documented systematic plan for on-going program evaluation per Rule 233.20(10). This stipulation was appropriately addressed by the program.
- Based on established criteria, board staff conducted a survey visit of the program on October 10-12, 2005. Attached is the report of the survey visit with board staff's recommendation concerning commendations, recommendations, and requirements to be met (See Attachment One).

**PROS AND CONS:**

Pros:

- The preliminary 2005 NCLEX-RN® examination pass rate, as of 12/12/05, is 97.44%.
- Positive findings from the survey visit of the program on October 10-12, 2005 included the following:
  - Strong administrative support for the VN program is evident.
  - The VN faculty is motivated, creative and committed and the students rate the faculty as the major strength of the VN program.
  - The VN program requires that all beginning VN students attend a mandatory 2-day orientation, Camp Reality, and offer a optional Health Professions Certification course for beginning VN students.
  - A comprehensive matrix tool is utilized by the VN program director and VN faculty to track DELC throughout the program of study.

Cons:

- Areas of concern identified by board staff during the October 10-12, 2005 survey visit included the following:
  - VN faculty were unable to verbalize knowledge of Rule 214 and the BNE Education Guidelines.

- A mechanism is not in place so that the VN program director and faculty can provide input to the college's "Master Plan" and Strategic Plan.
- The program does not have formal Faculty Absence Policy, a VN faculty workload policy or a formal policy for determining inter-rater reliability for course work.
- Rationale for changes in the program of study and other significant changes are not consistently documented in the faculty meeting minutes.
- Current clinical evaluation tools do not show progression and do not include clinical objectives/outcomes that are written in behavioral terms that are measurable.
- Although optional, the preceptor model is not being used to enhance clinical learning experiences.
- Outdated holdings were present in the area of the library allocated for Allied Health resources.
- The Total Program Evaluation Plan does not contain evaluation of all the ten (10) board areas required by the rule and appropriate benchmarks are not in place.
- Other Cons: None.

**STAFF RECOMMENDATION:**

Move to accept the survey visit report of the October 10-12, 2005 survey visit and issue the commendations, recommendations, and requirements to be met based on staff recommendation, as indicated in the attached letter (Attachment Two).

Attachment One

**BOARD OF NURSE EXAMINERS FOR THE STATE OF TEXAS  
SURVEY VISIT REPORT  
(VN Education Programs)**

NAME OF NURSING PROGRAM: Weatherford College Vocational Nursing Program

DIRECTOR OR COORDINATOR: Nita Parsons, BSN, RN

DATE APPOINTED: November 1, 1998

REASON FOR BNE SURVEY: Routine 6-year survey visit; To check status of program regarding compliance with Rule 214.

DATES: October 10-12, 2005

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

BNE APPROVAL STATUS: Full DATE OF LAST BNE SURVEY VISIT: September 20, 2001

OTHER (Name of Accrediting Agency): SACS; THECB

VOLUNTARY ACCREDITATION: NLNAC: YES \_\_\_\_\_ NO X PERIOD OF ACCREDITATION: NA

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<b>§214.1 General Requirements</b>		
(a) The Director or Coordinator and faculty are accountable for complying with the Board's rules and regulations and the Nursing Practice Act.	During interviews with faculty, faculty were unable to verbalize knowledge of Rule 214. Discussion revealed that faculty did not have a copy of the rule or the BNE Education Guidelines.	<b>Requirement #1:</b> The program director shall implement measures to ensure faculty are aware of the requirements as noted in the Nursing Practice Act (NPA), the BNE rules and regulations, and the BNE Education Guidelines, including, but not limited to, Rule 213, Rule 214, Rule 217.11, and Rule 217.12. Additionally, the VN program director and VN faculty shall include knowledge of the rules, regulations, NPA and education guidelines in decision making processes for the program.
<b>§ 214.4 Approval</b>		
(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-PN examination.		Criteria met.
<b>§ 214.5 Philosophy/Mission and Objectives/Outcomes</b>		
(a) The philosophy/mission and objectives/outcomes of the vocational nursing education program shall be consistent with the philosophy/mission of the controlling agency. They 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/ADN), Baccalaureate (BSN), September 2002.</i>	Review of documents revealed an excellent and comprehensive document, DELC Matrix, that is used by the program to track the DELC throughout the curriculum.	Criteria met.
(c) Clinical objectives/outcomes shall be stated in behavioral terms and shall serve as a mechanism for evaluating student progression.	Review of the clinical evaluation tools revealed that little progression is evident in the new clinical evaluation tools.	<b>See below Requirement #3.</b>

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 program objectives/outcomes.		Criteria met.
(e) The faculty shall periodically review the philosophy/mission and objectives/outcomes and shall make appropriate revisions to maintain currency.		Criteria met.
<b>§ 214.6 Administration and Organization</b>		
(a) The controlling agency shall be licensed or accredited by a Board-recognized agency.  (b) There shall be an organizational chart indicating lines of authority between the vocational nursing education program and the controlling agency.		Criteria met.
(c) The program shall have comparable status with other educational units within the institution (controlling agency).	Interviews with the program director and nursing faculty revealed that faculty do not have a great deal of opportunities to provide input to the institution through the college's "Master Plan" and Strategic Plan.	<b>Recommendation #1:</b> Administration is strongly encouraged to develop a mechanism so that the VN program director and VN faculty are able to provide input regarding classrooms, the nursing skills lab, office space and equipment during the development phase of the college's "Master Plan" and Strategic Plan.
(d) The controlling agency shall: (1) be responsible for satisfactory operation of the vocational nursing program; (2) meet rules and regulations as stated in this chapter; (3) provide the number of faculty necessary to meet minimum standards set by the Board and to insure a sound educational program; (4) provide for suitable classroom and clinical facilities; (5) provide secretarial assistance; (6) provide sufficient funds for operation and maintenance of the program to meet requirements set by the Board; and (7) select and appoint a qualified registered nurse director or coordinator for the program who meets the requirements of the Board. The director shall: (A) hold a current license or privilege to practice as a registered nurse in the state of Texas; (B) have been actively employed in nursing for the past five years, preferably in supervision or teaching. If the director has not been actively employed in nursing for the past five years, the director's advanced preparation in nursing, nursing education, and nursing administration and prior relevant nursing employment may be taken into consideration by the Board staff in evaluating qualifications for the position; (C) have a degree or equivalent experience that will demonstrate competency and advanced preparation in nursing, education, and administration; and (D) have had five years of varied nursing experience since graduation from a professional nursing education program.	Interviews with administration, the program director and faculty revealed strong administrative support for the program and a motivated, creative, and committed faculty.	Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(e) When the director or coordinator of the program changes, the director or coordinator shall submit to the Board office written notification of the change indicating the final date of employment. The controlling agency shall ensure that:</p> <p>(1) a new director or coordinator qualification form is submitted to the Board office for approval prior to being hired at an existing program or a new program;</p> <p>(2) the director may have responsibilities other than the program provided that an assistant program coordinator/lead instructor is designated to assist with the program management;</p> <p>(3) a director with responsibilities other than the program shall not have major teaching responsibilities; and</p> <p>(4) written job descriptions exist which clearly delineate responsibilities of the director, coordinator and lead instructor, as appropriate.</p>		Criteria met.
<p>(f) In a fully approved vocational nursing education program, if the individual to be appointed as director or coordinator does not meet the requirements for director or coordinator as specified in subsection (d)(7) of this section, the administration is permitted to petition for a waiver of the Board's requirements, according to Board guidelines, prior to the appointment of said individual.</p>		NA.
<p>(g) A newly appointed director or coordinator of a vocational nursing education program shall attend the next scheduled orientation provided by the board staff.</p>		Criteria met.
<p>(h) The director or coordinator shall have the authority to direct the program in all its phases, including approval of teaching staff, selection of appropriate clinical sites, admission, progression, probation, and dismissal of students. Additional responsibilities include but are not limited to:</p> <p>(1) providing evidence of faculty expertise and knowledge to teach curriculum content;</p> <p>(2) acting as agent of the Board and issuing temporary permits to eligible graduates, upon completion of the program;</p> <p>(3) verifying student's completion of program requirements on the Affidavit of Graduation; and</p> <p>(4) completing and submitting the Annual Report to the Board office by the required date.</p>		Criteria met.
<p><b>§ 214.7 Faculty Qualifications and Faculty Organization</b></p>		
<p>(a) There shall be written personnel policies for nursing faculty that are in keeping with accepted educational standards and are consistent with the policies of the controlling agency. Faculty policies shall include, but not be limited to: qualifications, responsibilities, performance evaluation criteria, and terms of employment.</p> <p>(1) Policies concerning workload for faculty and the director or coordinator shall be in writing.</p> <p>(2) There shall be written plans for faculty orientation, development and evaluation.</p> <p>(3) There shall be orientation of new faculty members at the onset of employment.</p> <p>(4) A variety of means shall be used to evaluate faculty performance such as self, student, peer and administrative evaluation.</p>	<p>Review of faculty policies and interviews with the VN program director and VN faculty revealed that there is not a formal Faculty Absence Policy in place.</p> <p>Additionally, a VN faculty workload policy and a formal policy for determining inter-rater reliability for both clinical and didactic course work was not in place.</p>	<p><b>Recommendation #2:</b> The VN program director and VN faculty are strongly encouraged to develop a formal Faculty Absence Policy in order to ensure coverage for the program.</p> <p><b>Requirement #2:</b> The VN program director and VN faculty shall develop a VN faculty workload policy and a formal policy for determining inter-rater reliability for both clinical and didactic course work.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(b) Minimum Teaching Personnel - there shall be a minimum of one full-time nursing instructor for the program A director/coordinator without major teaching or clinical responsibilities shall not be considered a full-time instructor. Use of part-time instructors is permissible.		Criteria met.
(c) Faculty Qualifications and Responsibilities. (1) Documentation of faculty qualifications shall be included in the official files of the program. Each faculty member shall: (A) hold a current license or privilege to practice nursing in the State of Texas; (B) have been actively employed in nursing for the past three years. If the instructor has not been actively employed in nursing for the past three years, the instructor's advanced preparation in nursing, nursing education, and nursing administration, and prior relevant nursing employment may be taken into consideration in evaluating qualifications for the position; and (C) have had three years varied nursing experiences since graduation.		Criteria met.
(2) In fully approved programs, if an individual to be appointed as faculty member does not meet the requirements for faculty as specified in subsection (c) of this section, the director or coordinator is permitted to petition for a waiver of the Board's requirements, according to Board guidelines, prior to the appointment of said individual.		Criteria met.
(3) Faculty shall be responsible for: (A) supervision of students in clinical learning experiences; (B) all initial nursing procedures in the clinical area and ascertain that the student is competent before allowing the student to perform an actual nursing procedure independently; (C) developing, implementing, and evaluating curriculum; and (D) participating in the development of standards for admission, progression, probation, dismissal of students, and participation in academic guidance and counseling.		Criteria met.
(4) Non-nursing faculty are exempt from meeting the faculty qualifications as long as the teaching assignments are not nursing didactic or clinical courses.		NA.
(5) Clinical preceptors shall be responsible for providing clinical instruction and/or supervision when a program faculty member is unavailable in clinical sites. The clinical preceptor shall meet the requirements of Rule 214.10(k)(1).		Criteria met.
(6) Substitute faculty may be employed to meet emergent program needs. Substitute faculty beyond ten consecutive working days and/or on an interim basis shall meet qualifications as specified in Rule 214.7(c)(1).		Criteria met.
(7) Part-time faculty may participate in all aspects of the program. Clear lines of communication of program policies, objectives and evaluative criteria shall be included in policies for part-time faculty.		Criteria met.
(8) Military faculty - Federal laws and regulations regarding licensure of military nursing personnel shall apply to Texas based military faculty members functioning within vocational nursing programs.		NA.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(d) 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 in program policies, personnel policies, curriculum, utilization of affiliating agencies, and program evaluation. Minutes of faculty organization and meetings shall document the reasons for actions and the decisions of the faculty and shall be available for reference.	The rationale for changes in the program of study and other significant changes are not consistently documented in the faculty meeting minutes.	<b>See below Requirement #5.</b>
<b>§214.8 Students</b>		
(a) The program shall have well defined student policies based upon statutory and Board requirements.		Criteria met.
(b) Individuals enrolled in approved vocational nursing education programs preparing students for 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 Administration 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, and Declaratory Order of Eligibility for Licensure).		Criteria met.
(c) Admission requirements shall be stated in the student policies. Programs shall set reasonable educational requirements for admission. Applicants shall present evidence of being able to meet objectives/outcomes of the program. All students shall be pretested. Tests shall measure reading comprehension and mathematical ability.		Criteria met.
(d) Reasons for dismissal shall be stated in student policies.		Criteria met.
(e) Copies of the student policies shall be furnished to all students at the beginning of the school year. The school shall maintain a signed receipt of student policies in all students' records. It is the school's responsibility to define and enforce student policies.		Criteria met.
(f) 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. Programs shall not accept admissions after the third day of class.		Criteria met.
(g) Students shall be allocated at least 18 days leave for vacation and/or holidays. All scheduled holidays are to be observed on the holidays designated by the controlling agency. Vacation time shall be scheduled at the same time or all students.		Criteria met.
(h) Students shall meet the requirements of Rule 214.9(e) related to Program of Study to be eligible for graduation from an approved vocational nursing education program.		Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(l) Acceptance of transfer students and evaluation of allowable credit for advanced placement remains at the discretion of the coordinator or director of the program and the controlling agency. Upon completing the program's requirements, the individual is considered to be a graduate of the school.		Criteria met.
(j) Records of student conferences shall be kept and made available to the student involved and all faculty members. Students shall be provided written documentation of all conferences.		Criteria met.
(k) Students shall have the opportunity to evaluate faculty, courses, and learning resources and these evaluations shall be documented.		Criteria met.
<b>§ 214.9 Program of Study</b>		
<p>(a) The program of study shall be:</p> <p>(1) a minimum of 1,398 clock hours; 558 hours for classroom instruction and 840 hours for clinical practice. Class hours shall include actual hours of classroom instruction in nursing and non-nursing Board-required courses/content. Clinical practice shall include actual hours of practice in clinical areas, clinical conferences, and/or simulated lab experiences;</p> <p>(2) scheduled with the placement of courses or course content throughout the entire length of the program;</p> <p>(3) organized by subject and content to meet the needs of the program;</p> <p>(4) based on the philosophy/mission and objectives/outcomes;</p> <p>(5) based on sound educational principles;</p> <p>(6) designed to prepare graduates to practice according to The Nursing Practice Act, Standards of Nursing Practice, Unprofessional Conduct Rules, and other laws and regulations which pertain to various practice settings;</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>; and</p> <p>(8) designed to teach students to use a systematic approach to clinical decision making.</p>	<p>Review of records revealed a comprehensive matrix tool that is utilized by the VN program director and VN faculty to track DELC throughout the program of study.</p>	

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(b) The faculty shall be responsible for the development, implementation and evaluation of the curriculum based upon the following guidelines:</p> <p>(1) Framework. The philosophy/mission shall be the basis for curriculum development and shall reflect the purpose of the organization, faculty beliefs, and education concepts. Clinical learning objectives/outcomes derived from the philosophy/mission shall be representative of the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002 for preparation of a vocational nurse graduate. Clinical and course objectives/outcomes shall be stated in behavioral terms and shall serve as the mechanism for student progression. The conceptual framework shall define the internal and external influences impacting vocational nursing education and shall identify the educational method and focus.</p> <p>(2) Design and Implementation. The curriculum shall be 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>. The curriculum design shall allow for flexibility to incorporate current nursing education theories and the implications of current developments in health care and health care delivery to assist graduates in meeting professional, legal, and societal expectations. Educational mobility shall also be a consideration in curriculum design.</p>	<p>Review of records revealed that the current clinical evaluation tools being used to evaluate student clinical performance do not show student progression. Additionally, the clinical objectives/outcomes are not consistently written in behavioral terms that are measurable.</p>	<p><b>Requirement#3:</b> The VN faculty shall revise the current clinical evaluation tools that are being used to evaluate student clinical performance to show student progression and include clinical objectives/outcomes that are written in behavioral terms that are measurable. Additionally, these revised clinical evaluation tools shall be submitted to board staff for approval prior to being implemented.</p>
<p>(3) Specific Provisions. Instruction shall be provided in biological, physical, social, behavioral, and nursing sciences, including body structure and function, microbiology, pharmacology, and nutrition; signs of emotional health; and human growth and development. Vocational adjustments and nursing skills shall also be included. Courses may be integrated or separate. The selection and organization of the learning experiences in the curriculum shall provide continuity, sequence, and integration of learning. Didactic and skills laboratory experiences shall be concurrent. Correlated didactic and clinical practice shall be provided in the following areas, but not necessarily in separate courses:</p>		<p>Criteria met.</p>
<p>(A) Nursing Care of Children. Experiences shall include care of children and meeting their needs in a variety of age groups in both the acute and non-acute care setting. Day care and clinic settings may be utilized as supplementary experience. Common health deviations, physical, psychological, and neurological handicaps, and nutritional needs shall be emphasized. Students shall have opportunities to develop understanding of normal growth and development and the influences of the family, home, church, school, and community. Student practice in caring for and understanding the needs of newborn infants shall also be included.</p>		<p>Criteria met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(B) Maternity Nursing. Opportunities shall be provided for students to gain an understanding of the psychological and physiological aspects of pregnancy, labor, and puerperium. Assisting mothers in the care of their infants shall be emphasized. A variety of settings, including clinics, organized maternity units, and maternity cases in non-segregated units, may be utilized for provision of maternity nursing experience.		Criteria met.
(C) Nursing Care of the Aged. Opportunities shall be included for the care of individuals experiencing specific changes related to the aging process. Students shall develop an understanding of the physical and mental changes associated with aging and the implications of aging in planning nursing care.		Criteria met.
(D) Nursing Care of Adults. Opportunities shall be provided to the student through the use of various resources to care for adults who have health deviations. Resources used shall include learning experiences to illustrate the individual as a member of the family, the responsibilities and functions of the community in the provision of nursing care, and the types of agencies where nursing is practiced. Preventive, therapeutic, and rehabilitative aspects shall be provided. Experiences shall also include the physical, psychological, and spiritual components of health and disease. Experience shall include, but not be limited to, the acute care settings.		Criteria met.
(E) Nursing Care of Individuals With Mental Health Problems. Learning opportunities shall include an understanding of personality development, human needs, common mental mechanisms, and factors influencing mental health and mental illness. Common mental disorders and related therapy shall be included. Clinical experience in a unit or facility specifically designed for psychiatric care is optional.		Criteria met.
(c) Classroom instruction shall include organized student/faculty interactive learning activities, formal lecture, audiovisual presentations, and simulated laboratory instruction.		Criteria met.
(d) The curriculum plan, including course outlines, shall be kept current and available to faculty and Board representatives.		Criteria met.
(e) A system of grading shall be in place which does not allow grades of less than a "C" on any subject area required for licensure eligibility listed in this chapter.		Criteria met.
(f) Major revisions to the curriculum must be submitted to the Board office following Board guidelines for review and approval prior to implementation. Major revisions include: (1) changes in philosophy/mission; (2) revisions in program hours; and (3) addition/reduction of courses in the program of study.		Criteria met.
(g) All programs implementing a curriculum change shall provide an evaluation of the outcomes of these changes and submit them with the Annual Report through the first graduating class.		Criteria met.
(h) There shall be provision for continuous development, implementation, and evaluation of the curriculum.		Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(l) Programs may allow individuals to challenge the vocational nursing education curriculum, and shall develop and define such policies to meet theory and practice requirements for challenging credit.		Criteria met.
(j) Adaptation to the calendar in the college catalog is permissible.		Criteria met.
(k) Programs shall apprise the Board office of any program changes.		Criteria met.
<b>§ 214.10 Management of Clinical Learning Experiences and Resources</b>		
(a) Faculty shall be responsible for student clinical practice evaluations. Clinical practice evaluations shall be correlated with level and/or course objectives including formative and summative evaluation. Students shall receive a minimum of three clinical evaluations during the program.		Criteria met.
(b) Clinical practice shall include actual hours of practice in clinical areas, clinical conferences, and/or simulated lab experiences.		Criteria met.
(c) Clinical experiences shall include the administration of medications, health promotion and preventive aspects, nursing care of persons throughout the life span with acute and chronic illnesses, and rehabilitative care. Students shall participate in instructor supervised patient teaching. Students shall also be provided opportunities for participation in clinical conferences. The focus of clinical conferences shall be student experiences in the clinical setting. Simulated laboratory experiences may also be utilized as a teaching strategy in classroom and clinical settings to meet objectives.		Criteria met.
(d) Scheduling of student time and clinical rotations shall be made by the program faculty. Selected clinical learning experiences will remain unchanged unless a client's condition demands reassignment. Reassignment must be approved with prior consent of faculty.		Criteria met.
(e) The student's daily client assignment shall be made in accordance with clinical objectives/outcomes and learning needs of the students. The total number of daily assignments shall not exceed five clients.		Criteria met.
(f) Consideration of selection of a clinical site shall include: (1) client census in sufficient numbers to meet the clinical objectives/outcomes of the program; and (2) evidence of collaborative arrangements in those facilities, which support multiple nursing programs.		Criteria met.
(g) There shall be a written affiliation agreement between the controlling agency and the affiliating agency before the affiliation begins. The agreement shall outline the responsibilities of each agency entering the agreement. The agreement shall contain a withdrawal of participation clause indicating a minimum period of time to be given for notice of such withdrawal.		Criteria met.
(h) Affiliation agreements are optional for those clinical experiences which are observation only.		Criteria met.

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(i) The affiliating agency shall:            (1) provide clinical facilities for student experiences;            (2) provide space for conducting clinical conferences for use by the school if classrooms are located elsewhere;            (3) provide assistance with clinical supervision of students, including preceptorships, by mutual agreement between the affiliating agency and controlling agency; and            (4) have no authority to dismiss faculty or students.            Should the affiliating agency wish to recommend dismissal of faculty or students, such recommendation(s) shall be in writing.</p>		Criteria met.
<p>(j) The faculty member shall be responsible for the supervision of students in clinical learning experiences.            (1) When a faculty member is the only person officially responsible for a clinical group, then 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.            (2) Direct faculty supervision is not required for an observational experience. 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>		Criteria met.
<p>(k) Faculty may use clinical preceptors to enhance clinical learning experiences and to assist faculty in the clinical supervision of students.            (1) Faculty shall develop written criteria for the selection of clinical preceptors.            (2) When clinical preceptors are used, written agreements between the vocational nursing education program, clinical preceptor, and the affiliating agency, when applicable, shall delineate the functions and responsibilities of the parties involved.            (3) Faculty shall be readily available to students and clinical preceptors during clinical learning experiences.            (4) The designated faculty member shall meet periodically with the clinical preceptors and student(s) for the purpose of monitoring and evaluating learning experiences.            (5) Written clinical objectives, evaluation criteria, and written description of expectations shall be shared with the clinical preceptors prior to or concurrent with the experience.</p>	The program does not currently utilize preceptors to enhance clinical learning experiences.	<p><b><u>Recommendation #3:</u></b>            The VN program director and VN faculty are encouraged to explore the feasibility of utilizing the preceptor model to enhance clinical learning experiences for students and facilitate future increases in student enrollment.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(l) 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> <p>(5) The preceptor shall be accountable for evaluating the student using clinical objectives developed by vocational nursing faculty.</p> <p>(6) 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 to practice nursing in the State of Texas.</p>	<p>The program does not currently utilize preceptors to enhance clinical learning experiences.</p>	<p>NA.</p>
<p>(m) The total weekly schedule throughout the length of the program shall not exceed 40 hours per week including both class and clinical practice hours. Class and clinical practice hours shall be continuous. Students shall be assigned two consecutive non-class days off each week.</p>		<p>Criteria met.</p>
<p>(n) Programs shall not permit utilization of students for health care facility staffing.</p>		<p>Criteria met.</p>
<p><b>§ 214.11 Facilities, Resources, and Services</b></p>		
<p>(a) Classrooms and nursing skills laboratory facilities shall be provided to accommodate the learning needs of the students.</p>		<p>Criteria met.</p>
<p>(b) An appropriately equipped skills laboratory shall be provided to accommodate maximum number of students allowed for the program. The laboratory shall be equipped with hot and cold running water. The laboratory shall have cabinets for storage of equipment.</p>		<p>Criteria met.</p>
<p>(c) The director or coordinator and faculty shall have office space provided , other than the classroom. There shall be privacy for counseling of students.</p>		<p>Criteria met.</p>
<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>	<p>A tour of the area in the library 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.</p>	<p><b>Requirement #4:</b> The VN program director and VN faculty shall collaborate with library staff and the ADN 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 with other nursing program policies.</p>
<p>(e) Teaching aids shall be provided to meet the objectives of the program.</p>		<p>Criteria met.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(f) Adequate restrooms and lounges shall be provided convenient to the classroom.		Criteria met.
<b>§ 214.12 Records and Reports</b>		
(a) Student Forms - Student records shall be maintained on all students and shall be accessible to all faculty members and to Board representatives. Record forms may be developed by an individual school. Hospital employment forms are not to be used for student records.		Criteria met.
(b) Required Student Forms - The required student forms are the student application, evidence of student's ability to meet objectives/outcomes of the program, clinical practice evaluation, transcript, signed receipt of written student policies, evidence of student receipt of eligibility information, and statement of withdrawal.		Criteria met.
(c) Record Storage - Records shall be safely stored to prevent loss, destruction, or unauthorized use. Records of all graduates must be complete prior to permanent storage. Records on students who withdraw from the program shall be completed up to the date of withdrawal.		Criteria met.
(d) Retention of Student Records - All records shall be maintained for two years. At minimum, a transcript shall be retained as a permanent record on all students.		Criteria met.
<b>§ 214.13 Total Program Evaluation</b>		
(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) educational 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.	Review of the current Total Program Evaluation Plan revealed that all ten broad areas required by the rule are not included in the plan. Additionally, implementation of the plan and major changes in the program with rationale for changes are not consistently documented in the faculty meeting minutes.	<b>Requirement #5:</b> The VN program director and VN faculty shall revise the current Total Program Evaluation Plan to include evaluation of all ten board areas required by the rule with appropriate benchmarks of program and instructional effectiveness. Additionally, implementation of the Total Program Evaluation Plan and major changes in the program with rationale for changes shall be documented in the faculty meeting minutes 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.		<u>See above Requirement #5.</u>
(d) Major changes in the nursing education program shall be evidence-based and supported by rationale.		<u>See above Requirement #5.</u>

**Meeting with the Director/Coordinator:**

1. Short-term goals: Keep the pass rate up: Decrease attrition.
2. Long-term goals: Expand enrollment from 65 to 90; Implement creative clinical scheduling (weekends/evenings); Redesign Lab into speciality area cubicles (Home Health/doctor's office).
3. New projects/changes initiated: SIM Man with new instructional & remediation simulations.

**Meeting with Students:**

1. Program strengths: Diversity of faculty; different styles; Approachable; Everyone treated that same; Program is manageable; There is a success connection; Open lab sessions; Faculty is fair. Really like Camp Reality and the chance to ear the Health Professions Certificate.
2. Areas for improvement: More and different clinical sites; Lab scheduling is a problem - not enough available sessions; Don't like the current Absence Policy for students.
3. Areas emphasized in the curriculum: Safety; Rules; Confidentiality; Med administration.

**Meeting with faculty:**

1. Program strengths: Diversity of faculty; Great Department Chair; Stable faculty; Flexibility of faculty; Great clinical sites.
2. Areas for program development/improvement: Update equipment in lab even more; Ordering process for equipment and supplies is cumbersome.
3. New projects/changes initiated: SIM Man; Clinical Evaluation Tools; Camp Reality and Health Professions Certificate.

## Attachment Two

January 26, 2006

Nita Parsons, BSN, RN, Director  
Vocational Nursing Program  
Weatherford College  
225 College Park Drive  
Weatherford, Texas 76036

Dear Ms. Parsons:

At the January 19-20, 2006 meeting, members of the Board of Nurse Examiners discussed the report of the survey visit conducted on October 10-12, 2005 at Weatherford College Vocational Nursing (VN) Program. 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 accept the survey visit report and issue the following commendations, recommendations, and requirements to be met.

### **COMMENDATIONS**

1. The program is commended for the strong administrative support which is evident and a motivated, creative, committed VN faculty which students rate as the major strength of the program.
2. The program and VN faculty are commended for the mandatory 2-day orientation, Camp Reality, for beginning vocational nursing students and the optional Health Professions Certification course which is available for beginning vocational nursing students.
3. The program and VN faculty are commended for the DELC Matrix tool that is used by the program to track the DELC throughout the curriculum.

### **RECOMMENDATIONS**

1. Administration is strongly encouraged to develop a mechanism so that the VN program director and VN faculty are able to provide input regarding classrooms, the nursing skills lab, office space and equipment during the development phase of the college's "Master Plan" and Strategic Plan.
2. The VN program director and VN faculty are strongly encouraged to develop a formal Faculty Absence Policy in order to ensure coverage for the program.
3. The VN program director and VN faculty are encouraged to explore the feasibility of utilizing the preceptor model to enhance clinical learning experiences for students and facilitate future increases in student enrollment.

### **REQUIREMENTS**

1. Rule 214.1(a) related to General Requirements states that "The Director or Coordinator and faculty are accountable for complying with the Board's rules and regulations and the Nursing Practice Act." **Therefore**, the program director shall implement measures to ensure faculty are aware of the requirements as noted in the Nursing Practice Act (NPA), the BNE rules and regulations, and the BNE Education Guidelines, including, but not limited to, Rule 213, Rule 214, Rule 217.11, and Rule 217.12. **Additionally**, the VN program director and VN faculty shall include knowledge of the rules, regulations, NPA and Education Guidelines in decision making processes for the program.
2. Rule 214.7(a) related to Faculty Qualifications and Faculty Organization requires that "Faculty policies shall include, but not be limited to: qualifications, responsibilities, performance evaluation criteria, and terms of employment. Policies concerning workload for faculty and the director or coordinator shall be in writing." **Therefore**, the VN program director and VN faculty shall develop a VN faculty workload policy and a formal policy for determining inter-rater reliability for both clinical and didactic course work.
3. Rule 214.9(b)(1) related to Program of Study requires in pertinent part that "Clinical and course objectives/outcomes shall be stated in behavioral terms and shall serve as the mechanism for student progression." **Therefore**, the VN faculty shall revise the current clinical evaluation tools that are being used to evaluate student clinical performance to show student progression and include clinical objectives/outcomes that are written in behavioral terms that are measurable. **Additionally**, these revised clinical evaluation tools shall be submitted to board staff for approval prior to being implemented.
4. Rule 214.11(d) related to Facilities, Resources, and Services requires that "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." **Therefore**, the VN program director and VN

faculty shall collaborate with library staff and the ADN 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 with other nursing program policies.

5. Rule 214.13(a), (c) and (d) related to Total Program Evaluation requires in pertinent part that “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) educational 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. . . Implementation of the plan for total program evaluation shall be documented in the minutes. . . Major changes in the nursing education program shall be evidence-based and supported by rationale. **Therefore**, the VN program director and VN faculty shall revise the current Total Program Evaluation Plan to include evaluation of all ten board areas required by the rule with appropriate benchmarks of program and instructional effectiveness. **Additionally**, implementation of the Total Program Evaluation Plan and major changes in the program with rationale for changes shall be documented in the faculty meeting minutes as appropriate.

Recommendations are suggestions based upon program assessment indirectly related to the rule. The program must respond to all recommendations, but in a method of the program’s choice. Requirements are mandatory and are based on program assessment directly related to the rule. Requirements shall be addressed in the manner prescribed. Please report on the address of these recommendations and requirements to be met in the 2006 and 2007 Annual Reports as appropriate or unless otherwise specified. If you have any questions, or if we may be of assistance to you in the future, please contact board staff at (512) 305-6815.

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Robbin Wilson, MSN, RN  
Lead Nursing Consultant for Education

cc: Joe Birmingham, EdD, President Weatherford College  
Kathy Boswell, MS, RN, Dean of Health and Human Services