

**Continuation of Approval Status Based on NCLEX-PN® Examination Pass Rates,
 Review of 2005 Annual Report and Review of Self Study
 Odessa College Vocational Nursing Education Program at Monahans**

SUMMARY OF REQUEST:

Consider staff recommendations concerning approval status and requirements to be met for the Odessa College Vocational Nursing Education Program at Monahans based on the review of the 2005 NCLEX-PN® pass rate, review of the 2005 Annual Report and review of the Self-Study Report.

HISTORICAL PERSPECTIVE:

YEAR	BNE APPROVAL STATUS	NCLEX-PN® PASS RATE	NUMBER OF FIRST TIME CANDIDATES (Passed/failed)
2005	Full	76.47%	13/17
2004	Full	87%	15/17
2003	Full	87%	15/17

- Odessa College operates two vocational nursing education programs, one in Andrews and the one in Monahans, which are approximately 70 miles apart. There is no VN program on the main campus in Odessa.
- The program is located approximately 36 miles from the main campus located in Odessa.
 - Since 2000, the program has had four different directors and seven different faculty. However, the situation related to the program director and coordinator has been stabilized.
 - In Fall 2003 one new faculty was hired and one faculty resigned in December 2005 due to failing health. A new faculty was hired in Spring 2006.
- Due to the 76.47% pass rate on the 2005 NCLEX-PN®, the program was required to submit a Self Study that evaluated factors which contributed to graduates' decreased performance on the exam as well as corrective measures to be implemented.

PROS AND CONS:

Pros:

The Self Study was very comprehensive and identified factors which may have contributed to the low pass rate.

FACTORS IDENTIFIED AS HAVING A POTENTIAL IMPACT ON THE NCLEX-PN® PASS RATE.	CORRECTIVE MEASURES
<ul style="list-style-type: none"> • The admission test (NET) which measures reading and math did not provide indicators that predicted which students might be unsuccessful. 	<ul style="list-style-type: none"> • Although there were no clear indicators of problems with the admission requirements, the faculty plan to continue monitoring the process for possible negative indicators.

<p align="center">FACTORS IDENTIFIED AS HAVING A POTENTIAL IMPACT ON THE NCLEX-PN® PASS RATE.</p>	<p align="center">CORRECTIVE MEASURES</p>
<ul style="list-style-type: none"> Students who failed the exam experienced serious personal crises and lacked motivation to learn, refusing assistance with remediation throughout the program. 	<ul style="list-style-type: none"> Beginning August 2006, students identified as high risk will be required to complete formalized remediation plans according to established policy.
<ul style="list-style-type: none"> The one new faculty hired in Fall 2003 had no prior teaching experience and was given insufficient time to prepare for new instructional responsibilities. The experienced faculty who was hired in 2002 was in failing health and resigned in December 2005. A new faculty was hired in Spring 2006. 	<ul style="list-style-type: none"> New faculty are now provided ample lead time to prepare for instructional activities, and additional mentoring and monitoring will be accomplished by increased presence of the program director..
<ul style="list-style-type: none"> Faculty test review for final exams were overly detailed, resulting in artificially inflated course grades. Other components of course grades allowed for further grade inflation (ex.: exhibiting civic responsibility by voting in the national election). 	<ul style="list-style-type: none"> Faculty have received in-service education regarding appropriate techniques for exam review. All components of course grades will be removed that have the potential for artificially inflating course grades.
<ul style="list-style-type: none"> Since 2002, the program director has overseen the two programs and has had teaching responsibilities in Andrews. An area coordinator has been available to assist with administrative duties. 	<ul style="list-style-type: none"> The director is being given release from teaching duties and will be present on the Monahans campus two days each week to assist and mentor faculty during the 2006-2007 academic year. The program director will conduct sessions on effective teaching strategies every three months for all VN faculty, beginning June 2006.
<p>TESTING:</p> <ul style="list-style-type: none"> Analysis of course grade distribution and results from standardized tests reflected that serious instructional problems appeared to have occurred in Nursing Fundamentals, Pediatrics and in the Maternal-Newborn class. The latter requiring that the program director re-teach some areas of the content. 	<ul style="list-style-type: none"> Faculty are analyzing the curriculum, course grades and data from the standardized ATI exams to determine if content areas require enhancement. Teaching methods will be examined to determine how to enhance student learning.

FACTORS IDENTIFIED AS HAVING A POTENTIAL IMPACT ON THE NCLEX-PN® PASS RATE.	CORRECTIVE MEASURES
<p>(Testing cont.)</p> <ul style="list-style-type: none"> • The class scored below 50 percentile in each of the eight content areas on the ATI Diagnostic Exams taken after each section of content. Class scores were significantly lower in the areas of Fundamentals, Maternal-Child and Pediatrics • At the end of the program, the ATI Comprehensive Predictor Group Report was given and eight students scored below 50 percentile and of these, three failed the NCLEX-PN. • A comparison analysis of scores on the ATI Comprehensive Predictor at the Andrews campus reflected that scores were much higher in all areas than scores at the Monahans campus. • The NCLEX-PN® report for the four candidates who failed the exam reflected that multiple content areas were failed, which had a direct correlation to the areas of failure on the ATI Comprehensive Predictor. 	<ul style="list-style-type: none"> • The three web-based courses, will continue to be evaluated as well as methods to encourage students to avail themselves of a variety of instructional methodologies. (Microbiology taught by nursing faculty had to be re-taught because students refused to use the on-line mode of instruction.) • The program director will take the lead in developing examinations to better reflect the NCLEX-PN® blueprint

Cons:

- Faculty turnover continues. The senior faculty has been employed almost three years and the newest faculty was hired approximately four months prior.

STAFF RECOMMENDATION:

Move to continue full approval status for the Odessa College Vocational Nursing Education Program at Monahans, accept the Self Study, and issue the recommendation and requirement as indicated in the attached letter (Attachment #1).

July 24, 2006

Patricia Bayless, RN, Program Director
Odessa College at Monahans
Vocational Nursing Education Program
P.O. Box 1370
Monahans, Texas 79756

Dear Ms. Bayles:

At the July 20-21, 2006 meeting, the members of the Board of Nurse Examiners discussed the approval status of the Odessa College at Monahans Vocational Nursing Education Program based on the 2005 NCLEX-PN® pass rate, review of the 2005 Annual Report and review of the May 2006 Self Study. Members of the Board wish to thank for being present at the meeting to answer questions.

Based upon the discussion and review of documents, it was the decision of the Board to continue the Full Approval status of the Odessa College at Monahans Vocational Nursing Education Program and issue the following recommendation and requirement to be met:

Recommendation:

1. The college administration and program director are encouraged to examine and correct factors that may be attributed to the rapid turnover of nursing faculty. Please address the program's response in the 2006 Annual Report.

Requirement:

1. Rule 214.6(h) related to Administration and Organization requires that "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." Review of the May 2006 Self Study revealed that the report contains ongoing corrective measures. **Therefore**, the program director shall be responsible for insuring the implementation and continuing evaluation of ongoing corrective measures identified in the Self Study and shall submit an evaluation of the effectiveness of corrective measures with the 2006 and 2007 Annual Report, as appropriate.

If you have any questions, or if we may be of any assistance, please contact board staff at (512) 305-6813.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Virginia Holmes, MSN, RN
Nursing Consultant for Education

cc: Vance Gipson, EdD, President
Carmen Edwards, MSN, RN