

**Consideration of Change from Conditional Approval Status
 Kaplan College in San Antonio, Texas
 Vocational Nursing Education Program**

Summary of Request:

Consider a proposed change in the approval status of Kaplan College in San Antonio, Texas Vocational Nursing Education Program based upon review of the 2011 NCLEX-PN® examination pass rate, review of the 2010 Nursing Education Program Information Survey (NEPIS), Board Rule 214, and a December 14, 2011 survey visit.

Historical Perspective:

Exam Year	NCLEX-PN® Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status	Date of Change in Approval Status
2011	83.42%	161/193	Conditional	April 2011
2010	76.02%	187/246	Full with Warning	July 2010
2009	69.41%	177/255	Full	
2008	68.47%	139/203	Full	
2007	85.23%	127/149	Full	
2006	78.69%	48/61	Full	

- Kaplan College San Antonio Vocational Nursing Education Program has been in operation since 1996.
- Due to the 68.47% pass rate on the 2008 NCLEX-PN® examination, the program was required to submit a Self-Study Report to evaluate factors that contributed to graduates' performance; the report included a description of corrective measures to be implemented.
- The Self-Study Report, dated August 19, 2009, identified a list of six factors thought to contribute to a low pass rate in 2008.
- Also included was an action plan with 34 specific action items and corresponding timelines to address each of the identified factors. The action plan included some items for which implementation started prior to the submission of the report (e.g., April and June 2009), and extended with action plans through Fall 2009 and evaluation plans extending into February 2010.
- Enrollments increased significantly after 2006. In 2006, 61 graduates tested; that more than doubled to 149 graduates testing in 2007 and more than quadrupled to 255 graduates testing in 2009 and 246 testing in 2010.
- Subsequent to the program being placed on Conditional Approval status in April 2011, no new students were admitted.
- First-time NCLEX-PN® test-takers demonstrated a 83.42% pass rate for the 2011 testing year with 161 of 193 first-time test-takers successfully completing the licensure examination.
- Since December 2010, the following corrective actions have been taken:
 - (A) a full-time faculty member has been assigned to work with students on NCLEX-PN® test-taking strategies and to assess individual student needs based upon cumulative data received from integrated testing;
 - (B) students are provided a two-day NCLEX-PN® Review Course, including materials, without charge to students;

(C) students are offered access to an additional 1,000 NCLEX-style questions at the end of the third quarter of the program to facilitate review of program content;

(D) faculty have been assigned to staff the computer lab, open 40 hours per week, to assist both students and graduates with tutoring, remediation, and testing;

(E) the Learning Resource Center was expanded by approximately 50% to meet computer needs of the nursing student population;

(F) a more stringent admission process has been implemented, including interviewing prospective students and requiring that students have completed the Fast Pass process prior to admission; and

(G) Kaplan College is striving to have faculty credentials in alignment with the National League for Nursing Accrediting Commission current guidelines within the next few years. Faculty members are encouraged to advance their education utilizing the Kaplan Gift of Knowledge program.

Summary of the December 14, 2011 Survey Visit:

The purpose of the site visit was to assess if the program is currently in compliance with Board Rule 214 and whether it would be appropriate to move the Kaplan College San Antonio Vocational Nursing Education Program from Conditional Approval to Full Approval status.

Findings Related to Administration:

- Becky Anderson, campus president, was appointed by Kaplan College in December 2010 to direct the San Antonio facility.
- Ms. Anderson articulated administrative support of the vocational nursing education program, stating that resources have been and will continue to be dedicated to ensure success of the vocational nursing students.

Findings Related to Nursing Administration:

- The nursing program director, Geneva Baker, MSN, RN, is an experienced nurse educator and nursing program administrator. Ms. Baker has 36 years of professional nursing experience with 22 years as a nurse educator. Ms. Baker has served as a program administrator for both vocational and associate degree nursing education programs, as well as other allied health science programs, for 16 years. Ms. Baker has worked with accrediting agencies throughout the United States, developed curriculum, and implemented nursing and allied health science programs in two community colleges.
- Ms. Baker has worked diligently to ensure compliance with Board Rule 214 and to obtain additional clinical learning experiences to address the required content areas mandated by Board Rule 214.

Findings Related to Faculty:

- Board staff interviewed seven faculty members.
- Faculty policies regarding orientation and faculty development were appropriate.
- Faculty members stated that they regularly attend Texas Association of Vocational Nurse Educators meetings and participation in the organization has assisted them to become more proficient nursing instructors.
- Faculty members are able to continue their education through the Kaplan Gift of Knowledge program and three faculty members are scheduled to graduate in 2012 with MSN degrees.
- Faculty files were reviewed and documents demonstrated that all faculty members are qualified to serve as vocational nursing instructors.

Findings Related to Students:

- Two cohorts are currently enrolled: 33 individuals are expected to graduate on February 22, 2012, and 40 individuals should graduate on April 26, 2012.
- The two groups of nursing students were available for discussions with Board staff.
- Both groups acknowledged that programmatic changes have been ongoing with the identified goal of providing sound and rigorous educational experiences for students.
- Students stated that the current nursing program director is accessible and timely responds to students' concerns.
- Student policies and files were reviewed by Board staff and all documents appear to be in compliance with Board Rule 214.

Pros and Cons:Pros:

- Ongoing corrective measures continue to be instituted and evaluated at pertinent data points.
- Corrective actions appear to have addressed identified issues.
- The program director has communicated frequently with Board staff to provide updated information and has worked diligently to ensure student success.
- The campus president has articulated administrative support of the nursing program.

Cons:

- Concerns continue regarding the number of vocational nursing students that Kaplan College San Antonio can successfully accommodate.

Staff Recommendation:

Move to change the approval status of Kaplan College in San Antonio, Texas Vocational Nursing Education Program from Conditional to Full Approval and issue the following requirement (Attachment #1):

Rule 214.8(a) related to *Students* states that "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". Considering the history of the program's NCLEX-PN® pass rates, the program shall limit the 2012 enrollment to 35 students per cohort with four cohorts per year or a total annual enrollment of 140 students. The program director shall provide quarterly reports to the Board describing current enrollment data and actions implemented to assist graduates to be successful on the licensure examination. In January 2013, the program may petition the Board for a change in the restriction on enrollment numbers.

DRAFT LETTER

January 23, 2012

Geneva Baker, MSN, RN, Director
Vocational Nursing Education Program
Kaplan College
6441 NW Loop 410
San Antonio, Texas 78238

Dear Ms. Baker:

At the January 19-20, 2012 meeting, the members of the Texas Board of Nursing discussed the approval status of the Kaplan College in San Antonio, Texas Vocational Nursing Education Program based on the NCLEX-PN® examination pass rate for 2011, review of the 2010 Nursing Education Program Information Survey (NEPIS), Board Rule 214, and a December 14, 2011 survey visit. Members of the Board wish to thank you and Ms. Becky Anderson, San Antonio Campus President, 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 change the approval status of the Kaplan College in San Antonio, Texas Vocational Nursing Education Program from Conditional to Full Approval and issue the following requirement:

Rule 214.8(a) related to *Students* states that "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". Considering the history of the program's NCLEX-PN® pass rates, the program shall limit the 2012 enrollment to 35 students per cohort with four cohorts per year or a total annual enrollment of 140 students. The program director shall provide quarterly reports to the Board describing current enrollment data and actions implemented to assist graduates to be successful on the licensure examination. In January 2013, the program may petition the Board for a change in the restriction on enrollment numbers.

Please be aware that a requirement is a mandatory criterion based on program assessment directly related to the rule that shall be addressed in the manner prescribed.

If you have any questions or if we may provide assistance, please contact staff at (512)305-7660.

Sincerely,

Kristin K. Benton, MSN, RN
President

Virginia D. Ayars, EdD, MS, RN
Nursing Consultant for Education

Copy: Texas Workforce Commission