

**CONTINUATION OF APPROVAL STATUS  
BASED ON 2006 NCLEX-PN® EXAMINATION PASS RATES, REVIEW OF 2006 ANNUAL REPORT,  
AND REVIEW OF SELF-STUDY REPORT**

**TEXAS CAREERS, INCORPORATED AT SAN ANTONIO  
VOCATIONAL NURSING EDUCATION PROGRAM**

**SUMMARY OF REQUEST:**

Consider staff recommendation concerning approval status and requirements to be met for the Texas Careers, Incorporated at San Antonio Vocational Nursing Education Program based on review of the NCLEX-PN® examination pass rate for 2006, review of the 2006 Annual Report, and review of the self-study report.

**HISTORICAL PERSPECTIVE:**

Year	Approval Status	NCLEX-RN® Pass Rate	Number of First-Time Candidates Passed/Total
2006	Full	78.69%	35/48
2005	Full	90.14%	64/71
2004	Full	92%	50

- The Texas Careers, Incorporated at San Antonio Vocational Nursing Education Program began operation in June 1996.
- Due to the 78.69% pass rate on the 2006 NCLEX-PN® examination, the program was required to submit a self-study report that evaluated factors which contributed to graduates' performance and a description of corrective measures to be implemented.
- The Self-Study Report was received in the Board office on August 31, 2007.

**PROS AND CONS:**

Pros-

- The program conducted a comprehensive self-study and identified factors which may have contributed to the low pass rate:
  - fluctuation in the leadership of the nursing program during the time these graduates were enrolled in the program;
  - fluctuation in the nursing faculty coupled with lack of experience in teaching and academic credentials;
  - test blueprints were mapped to content area and not cognitive domain;
  - test item analysis stopped at the level of percent of students missing and item and did not take into account an analysis of percent of students selecting each distractor; and
  - graduates that failed the NCLEX-PN had a GPA below a 3.0, had lower entrance scores than passing students, and had a higher incidence of failing the medical-surgical and comprehensive achievement tests administered during their education.
- Corrective measures to be implemented:
  - during faculty orientation, new instructor class and clinical observations will be completed during the entire 90 day initial hire period;
  - develop test blueprints for all courses using the NCLEX-PN test plan and cognitive domain;
  - implement test item analysis at a more detailed level. The detailed test analysis forms will be purchased and all teachers will be instructed on their use;

- revise instructor job description to include requirement of registered nurse licensure. As LVN faculty leave employment, replacements will be with RNs only;
- raise the minimum entrance examination score requirement; and
- use the Kaplan Q bank for NCLEX-PN review.
- Several corrective measures have already been implemented.

Cons-

- A Total Program Evaluation Plan was well-developed, but did not include dates for faculty minutes where decisions were recorded.

**STAFF RECOMMENDATION:**

Move to continue full approval status for Texas Careers, Incorporated at San Antonio Vocational Nursing Education Program, accept the Self-Study Report, and issue the requirements to be met as indicated in the attached letter (See Attachment).

**DRAFT LETTER**

October 22, 2007

April Schroer, MSN, RN, CS  
Southwest Region Nursing Director  
Kaplan Higher Education Corporation  
1015 Jackson Keller  
San Antonio, Texas 78213

Dear Ms. Schroer:

At the October 18-19, 2007 meeting, members of the Texas Board of Nursing considered the approval status of the Texas Careers, Incorporated at San Antonio Vocational Nursing Education Program based on the Board staff's report regarding review of the 2006 NCLEX-PN® examination pass rate, the 2006 Annual Report, and the August 20, 2007 self-study report.

Based upon review of documents, it was the decision of the Board to continue the full approval status of the Texas Careers, Incorporated at San Antonio Vocational Nursing Education Program, accept the self-study report and issue the following requirement to be met.

**REQUIREMENT:**

Rule 214. 6(h) related to *Administration and Organization*, states 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 student." Rule 214.7(c)(3) related to *Faculty Qualifications and Faculty Organization*, states, in pertinent part, that "Faculty shall be responsible for: . . . (C) developing, implementing, and evaluating curriculum; and (D) participating in the development of standards for admission, progression, probation, dismissal of student, and participation in academic guidance and counseling." A review of the 2007 self-study report revealed that the report contains ongoing corrective measures. **Therefore**, the nursing program director shall be responsible for the implementation and continuing evaluation of ongoing corrective measures identified in the September 2007 self study and shall submit documentation with the 2007 and 2008 Compliance Audits as appropriate.

Requirements are 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 be of any assistance, please contact board staff at (512) 305-7660 or by email at [virginia.ayars@bon.state.tx.us](mailto:virginia.ayars@bon.state.tx.us).

Sincerely,

Linda R. Rounds, PhD, RN, FNP, President

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

copy: Laura Bledsoe, President  
Gilbert DeLeon, Dean