

**REPORT OF FOCUSED SURVEY VISIT  
 ST. PHILIP'S COLLEGE, SAN ANTONIO, TEXAS  
 LVN TO ADN NURSING EDUCATIONAL PROGRAM**

**SUMMARY OF REQUEST:**

Consider the report of the March 17, 2009 survey visit and the Texas Board of Nursing (BON or Board) staff recommendation concerning commendations, requirements and recommendations to be met based on the outcome of the survey visit (See Attachment #1).

**HISTORICAL PERSPECTIVE:**

Year	BON Approval Status	NCLEX-RN® Pass Rate	Number of First Time Candidates (Passed/Total)
2008 - exam year	Conditional	72.55%	37/51
	Allowed to admit students based upon pass rate of 12/07 graduates only	85.71%	30/35
2007	Conditional	77.97%	46/59
2006	Conditional	71.64%	48/67
2005	Full with Warning	69.57%	48/69
2004	Full	71.79%	28/39

- The St. Philip's College Associate Degree Nursing Education Program (LVN to ADN Mobility Program) has been in operation since November 1997.
- The program was placed on conditional approval status at the February 19, 2007 meeting of the Texas Board of Nurse Examiners related to three consecutive years of low NCLEX-RN® examination pass rates.
- The program demonstrated a pass rate for first time test takers of 85.71% on the NCLEX-RN® examination for the graduates of the December, 2007 cohort and was allowed by the Board at the July 2008 meeting to admit students for Fall 2008.
- In spite of this, the pass rate for 2008 is 72.55% since many graduates tested for the first time from previous graduation classes.
- The Board authorized staff to conduct a survey visit in Spring 2009 to evaluate the effectiveness of the major curriculum changes and strategies implemented by the program to improve the success of students on the NCLEX-RN® examination.
- The program admitted a cohort of 40 students in Fall 2008 and 39 continue with a projected graduation date of December 2009.
- The program plans to admit another cohort later this year.
- Leonard Leos, MSN, RN was appointed director of the ADN program in August 2008.
- Board staff conducted a survey visit on March 17, 2009 to evaluate the progress of the program under the new curriculum with the new cohort of students. The focus of the survey visit was faculty, students and clinical experiences.
- St. Philip's College has made significant strides in their initiatives to improve the LVN to ADN nursing educational program with new leadership in place.

**STAFF RECOMMENDATION:**

Move to accept the report of the March 17, 2009 survey visit of St. Philip's College Associate Degree Nursing Educational Program and issue the commendations, recommendations and requirements based on the outcome of the survey visit, as indicated in the attached letter (Attachment #2).

### **SURVEY VISIT SUMMARY REPORT**

**NAME OF NURSING PROGRAM:** St. Philip's College LVN to ADN Nursing Educational Program

**NURSING PROGRAM DIRECTOR:** Leonard Leos, MSN, RN (appointed August 2008)

**REASON FOR SURVEY VISIT:** Board-authorized visit to evaluate program's progress related to implementation of major curriculum change and new student cohort.

**DATE(S) OF SURVEY VISIT:** March 17, 2009

**SURVEY VISITOR(S):** Janice I. Hooper, PhD, RN, and Robbin Wilson, MSN, RN  
BON Nursing Consultants for Education

**TEXAS BOARD OF NURSING (BON) APPROVAL STATUS:** Conditional

**DATE OF LAST BON SURVEY VISIT:** June 12, 2007

**NAME OF ACCREDITING AGENCIES:** SACS, THECB

#### **ACTIVITIES DURING SURVEY VISIT:**

Board staff:

- Met with the College Administrators;
- Interviewed Director;
- Interviewed nursing students and nursing faculty;
- Toured new building;
- Reviewed records and documents;
- Conducted a summary conference with the College Administration, the Program Director and representation from the Alamo Community College District.

#### **SURVEY VISIT FINDINGS:**

Positive findings revealed during the survey visit include:

- The administration at St. Philip's College is very supportive of the nursing program and has taken many initiatives toward improvement.
- Students expressed positive experiences in their nursing education and stated that the classes and clinical experiences compliment each other. Students are eager for the best use of didactic and clinical time.
- St. Philip's is involved in a successful "grow your own" faculty program using BSN nurses as clinical teaching assistants while they complete their Master's degrees in nursing.
- St. Philip's has increased nursing faculty salaries by 4.5% and implemented stipends for nursing faculty based upon educational preparation.
- The nursing department will move into new facilities in the new Health Sciences Building in May 2009, which will provide a state-of-the-art nursing education setting including numerous simulation areas and a hospital unit.
- Mr. Leos, Program Director, is a very competitive leader and discussed some excellent ideas for the future of the program.
- The program discussed the possibilities of working collaboratively in some areas with the Alamo Community College District where there could be economies of resources.

Areas of concern revealed during the survey visit include:

- Efforts to improve the NCLEX-RN examination pass rates must continue as the program moves forward.

- The nursing program is not currently using a test analysis system to evaluate examination questions.
- Job descriptions and some faculty policies were not complete in the Faculty Handbook.
- Student handbooks did not include complete information and policies related to eligibility, dismissal and readmission.

**PROPOSED COMMENDATIONS:**

- St. Philip's College is commended for the exciting potential for the program as they move into the new building with modern equipment and spacious settings.
- St. Philip's ADN program is commended for the initiative in growing a competent qualified nursing faculty.
- St. Philip's College is commended for taking initiatives in collaborating with San Antonio College for shared resources, faculty and common documents, where possible and appropriate.

**PROPOSED RECOMMENDATIONS:**

- It is recommended that as a part of new faculty orientation and required faculty development that faculty take the NCSBN online workshops on Test Design and Item Writing and Teaching Critical Thinking.
- It is recommended that St. Philip's ADN program subscribe to the NCLEX Program Reports exclusively for nursing programs to determine the program's strengths and weaknesses based upon the NCLEX-RN examination results.
- It is recommended that St. Philip's ADN program implement a test analysis system for program examinations.
- It is recommended that St. Philip's ADN redesign the structure of the direct patient care clinical learning experiences to incorporate a higher plane of learning with activities similar to the structure of simulation learning activities that includes a pre- and post-conference to ensure that all activities are valuable to students.

**PROPOSED REQUIREMENTS:**

- St. Philip's ADN and VN programs shall collaborate to make sure job descriptions and faculty policies in the Faculty Handbook are in compliance with Board rules and regulations.
- St. Philip's ADN and VN programs shall collaborate to insure that the student and faculty handbooks include (a) required eligibility information and a receipt to be signed by the student indicating information was provided; (b) policies related to dismissal and readmission policies.
- St. Philip's ADN and VN faculty collaborate in developing a Peer Review Committee and Peer Review Policies for the Nursing Department based on Rule 217.

DRAFT LETTER

April 23, 2009

Leonard Leos, MSN, RN  
Director, Associate Degree Nursing Educational Program  
St. Philip's College  
1801 Martin Luther King Drive  
San Antonio, Texas 78203-2098

Dear Mr. Leos:

At the April 23-24, 2009 meeting, the members of the Texas Board of Nursing (BON or Board) discussed the report of the survey visit conducted by board staff on March 17, 2009. The members of the Board wish to thank you, Dr. Christopher Pate, and Dr. Adena Loston for being available to answer questions.

Based on the discussion and review of the documents, it was the decision of the Board to accept the report of the March 17, 2009 survey visit of the St. Philip's College Associate Degree Nursing (ADN) Educational Program and issue the following commendations, recommendations and requirements.

**Commendations:**

1. St. Philip's College is commended for the exciting potential for the program as they move into the new building with modern equipment and spacious settings.
2. St. Philip's ADN program is commended for the initiative in growing a competent qualified nursing faculty.
3. St. Philip's College is commended for taking initiatives in collaborating with San Antonio College for shared resources, faculty and common documents, where possible and appropriate.

**Recommendations:**

1. It is recommended that as a part of new faculty orientation and required faculty development that faculty take the NCSBN online workshops on Test Design and Item Writing and Teaching Critical Thinking.
2. It is recommended that St. Philip's ADN program subscribe to the NCLEX Program Reports exclusively for nursing programs to determine the program's strengths and weaknesses based upon the NCLEX-RN examination results.
3. It is recommended that St. Philip's ADN program implement a test analysis system for program examinations.
4. It is recommended that St. Philip's ADN program redesign the structure of the direct patient care clinical learning experiences to incorporate a higher plane of learning with activities similar to the structure of simulation learning activities that includes a pre- and post-conference to ensure that all activities are valuable to students.

**Requirements:**

1. Rule 215.7(a) related to *Faculty* states that “There shall be written personnel policies for nursing faculty that are in keeping with accepted educational standards and are consistent with those of the controlling agency/governing institution.” The Faculty Handbook included several job descriptions but they need revision to match the responsibilities of the nursing faculty. Faculty policies were in place except for policies specific for nursing faculty orientation and policies related to faculty enforcement of dismissal and readmission of students. **Therefore**, St. Philip’s ADN and vocational nursing educational (VN) programs shall collaborate to make sure job descriptions and faculty policies in the Faculty Handbooks are in compliance with Board rules and regulations.
2. Rule 215.8 (d)-(e) related to *Students* requires that “The program shall have well-defined written nursing student policies based upon statutory and Board requirements, including nursing student admission, **dismissal**, progression, and graduation policies that shall be developed, implemented and enforced.” Section (e) identifies specific reasons for dismissal to be included in student policies which match Rule 213.27(b). Specific student policies were not in place. In addition, Rule 215.8(c) requires that “The nursing educational program shall maintain written receipt of eligibility notification for up to six months after the enrolled individual completes the nursing educational program or permanently withdraws from the nursing educational program.” A written receipt of eligibility notification was not included in the program documents. **Therefore**, St. Philip’s ADN and VN programs shall collaborate to insure that the student and faculty handbooks include (a) required eligibility information and a receipt to be signed by the student indicating information was provided; (b) policies related to dismissal and readmission policies.
3. Texas Nursing Practice Act (NPA) Chapter 303.0015 requires the establishment of a nursing peer review committee in institutions employing ten or more nurses. A peer review committee has not been established at St. Philip’s College. **Therefore**, St. Philip’s ADN and VN faculty shall collaborate in developing a Peer Review Committee and Peer Review Policies for the Nursing Department based on the NPA.

The director of the program shall provide copies of the policies required above to board staff by December 1, 2009, as well as responses to recommendations.

A recommendation is a suggestion based upon program assessment indirectly related to the rules to which the program must respond but in a method of their choosing. A requirement is a mandatory criterion based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

If you have any questions or if we may be of assistance to you in the future, please contact board staff at (512) 305-6814 or [janice.hooper@bon.state.tx.us](mailto:janice.hooper@bon.state.tx.us).

Sincerely,

Linda R. Rounds, PhD, RN, FNP  
President

Janice I. Hooper, PhD, RN  
Nursing Consultant for Education

copy: Dr. Aldena Loston, President, St. Philip’s College  
Dr. Christopher Pate, Dean, Division of Health Sciences  
Dr. Bruce Leslie, Chancellor  
Dr. Federico Zaragoza, Vice Chancellor Economic and Workforce Development  
Texas Higher Education Coordinating Board