

**Report of Teach Out Plan  
St. Philip's College in San Antonio, Texas  
Associate Degree Nursing Education Program**

**Background:**

- The Associate Degree Nursing Education Program at St. Philip's College is an LVN to RN Mobility Track that began in 1997.
- St. Philip's Associate Degree Program has experienced low NCLEX-RN® examination pass rates since 2004 and was placed on conditional approval in 2006.
- Based upon the history of the program of being on conditional approval since the 2006 NCLEX-RN® examination pass rate and consistent with Rule 215.4(a)(5), the Board decided to withdraw approval from St. Philip's College Associate Degree Nursing Education Program in San Antonio, Texas, at the October 2010 Board meeting, and to remove the name of the program from the list of Board-approved professional nursing education programs.
- The program was given the option to teach out the currently enrolled students in the program.
- The program director has submitted St. Philip's plan to accommodate the enrolled students by providing a teach plan to allow them to graduate or by assisting them to transfer to other programs.

**Summary of St. Philip's Teach Out Plan (Attachment #1):**

- St. Philip's College has designed a teach out plan that is in compliance with Rule 215.
- The plan outlines the plan for the three currently enrolled cohorts.
- St. Philip's plans to continue providing the same resources, curriculum, and clinical experiences for the students as they progress through the program.
- The final graduation time will be December 2011.
- The program will be considered closed December 31, 2011.

**Comments:**

- St. Philip's will be responsible to assist students to transfer to another program if they do not complete the program by December 31, 2011.
- St. Philip's College plans to redesign a new professional nursing education program and submit a new proposal to the Board at a future date.
- Board staff will continue to monitor the progress of the teach out plan.

This report is for information only. No Board action is required.

St. Philip's College LVN-ADN Mobility Program  
Program code: 27-450  
Teach-out Plan Received in Board Office November 30, 2010

This document contains the teach-out plan for the St. Philip's College LVN-ADN Mobility Program. The College will continue to provide the necessary resources and support to the professional nursing program in meeting all requirements established under the Texas Administrative Code, Title 22, Part 11, Chapter 215. This plan provides details regarding (a) administration and organization, (b) currently enrolled students, (c) transfer and enforcement of policies, (d) faculty, (e) program of study, (f) clinical learning experiences, (g) maintenance of records and reports, and (h) total program evaluation.

*Administration and Organization*

The Administration, Dean, Program Director and Faculty of the St. Philip's College LVN- ADN Mobility Program will continue to adhere to and remain accountable for complying with The Texas Board of Nursing's rules and regulations and the Nursing Practice Act while the St. Philip's College LVN-ADN Mobility program completes the teach-out of the three currently-enrolled cohorts. The College administration will provide direct support to the currently appointed director, Ms. Josephine Lara, in fulfilling her responsibilities and duties under Rules 215.6(f) and 215.7(f)(6), until all students enrolled in the LVN-ADN Mobility Program have completed their studies.

The College will provide sufficiency of resources while currently-enrolled students complete their studies. Resource support provided by the College includes financial, personnel, equipment, facilities, and organizational support. The Program will maintain a sufficient number of faculty by continuing to employ, recruit and maintain qualified faculty.

The College has maintained and will continue to maintain open communication with all currently-enrolled students. These students have been informed about the status of the program, and concerns have been addressed by the Dean, Vice President of Academic Affairs, and President.

The Program will continue to obtain and manage the resources to enhance the quality of the program, which includes the hiring of a full-time tutor with THECB funds and the hiring of two technical nurse trainers to support instruction in the simulation labs.

The Program will continue to utilize ATI to assess and evaluate student performance.

The Program will not admit additional students into the LVN-ADN Mobility Program (Program Code 27-450).

*Currently-Enrolled Students*

A total of 102 students are currently enrolled in the LVN-ADN Program. These students are enrolled in three different cohorts, which graduate in December 2010, May 2011, and December 2011. Current enrollment by cohorts is listed below:

1. Cohort graduating December 2010: 32 students
2. Cohort graduating May 2011: 34 students
3. Cohort graduating December 2011: 36 students

Cohorts will receive didactic and clinical instruction under the curriculum plan that is currently in place. Courses, by semester and cohort, are listed below.

Coursework for the cohort graduating December 2010 (Fall Semester, 2010)

Fall 2010

RNSG 2231 Advanced Concepts of Adult Health  
RNSG 2263 Clinical to Advance Concepts of adult Health

RNSG 2221 Management of Client Care  
RNSG 2161 Clinical to Management of Client Care  
RNSG 2130 Professional Nursing Review and Licensure Preparation

Coursework for the cohort graduating May 2011 (Fall Semester, 2010; Spring Semester, 2011)

Fall 2010

RNSG 2208 Maternal/Newborn Nursing and Women' Health  
RNSG 2261 Clinical- Maternal/Newborn and Women's Health  
RNSG 2201 Care of Children and Families  
RNSG 2262 Clinical- Care of Children and Families

Spring 2011

RNSG 2231 Advanced Concepts of Adult Health  
RNSG 2263 Clinical- Advance Concepts of adult Health  
RNSG 2221 Management of Client Care  
RNSG 2161 Clinical- Management of Client Care  
RNSG 2230 Professional Nursing Review and Licensure Preparation

Coursework for the cohort graduating December 2011 (Fall Semester, 2010; Spring Semester, 2011; Fall Semester 2011)

Fall 2010

RNSG 1215 Health Assessment  
RNSG 1327 Transition for the Vocational Nurse to Professional Nurse  
RNSG 1162 Clinical- Transition for Vocational Nurse to Professional Nurse  
RNSG 1343 Complex Concepts of Adult Health  
RNSG 1263 Clinical- Complex concepts of Adult Health

Spring 2011

RNSG 213 Mental Health Nursing  
RNSG 2260 Clinical- Mental Health Nursing  
RNSG 2208 Maternal/Newborn Nursing and Women' Health  
RNSG 2261 Clinical- Maternal/Newborn and Women's Health

Summer 2011

RNSG 2201 Care of Children and Families  
RNSG 2262 Clinical- Care of Children and Families

Fall 2011

RNSG 2231 Advanced Concepts of Adult Health  
RNSG 2263 Clinical to Advance Concepts of adult Health  
RNSG 2221 Management of Client Care  
RNSG 2161 Clinical to Management of Client Care  
RNSG 2230 Professional Nursing Review and Licensure Preparation

### *Transfer and Enforcement of Policies*

The Directors of the Nursing Programs at St. Philip's College and San Antonio College have discussed the possibility that students may express an interest in transferring to the RN Mobility Program at San Antonio College, and collaboration is ongoing to determine the feasibility of transfer. St. Philip's College will provide assistance to facilitate the transfer process should students currently enrolled desire to transfer to San Antonio College or another mobility program; however, St. Philip's College recognizes and has informed students that the gaining institution establishes rules for acceptance of any coursework completed by the losing institution.

The program will continue to maintain and enforce nursing student policies, which include those relating to dismissal, progression, and graduation. The program will continue to maintain and file signed receipts for student acknowledgement of program policies.

Students will continue to have the opportunity to contribute to development of academic policies and procedures, evaluation of teaching effectiveness, evaluation of faculty, courses, learning resources as well as evaluation of program.

### *Faculty*

The Program will maintain a sufficient number of qualified faculty members to continue to meet the instructional needs of the program. Documentation of faculty qualifications, licensure, continuing education and evaluations will be maintained in accordance with existing institutional practice.

The faculty organization will continue to function with written bylaws in place, which may be updated, revised, or edited as needed to ensure the effective functioning of the faculty and Program. Faculty will continue to meet on a weekly basis and will continue to participate in the appropriate committees. Minutes of faculty meetings and committee meetings will continue to be filed and available for review.

Faculty will continue to implement evaluation methods and utilize tools in place to measure students' cognitive and psychomotor achievement and progression in didactic and clinical instruction.

### *Program of Study*

The program of study will remain a four semester program. The program of study will continue to consist of didactic and clinical/simulation learning experiences. The program of study will continue to include the medical-surgical nursing, maternal/child health, pediatrics, and mental health nursing as the four central content areas. The program curriculum will remain current and available for review

The program of study will continue to address laws and regulations pertaining to practice settings, which include the following:

- The Nursing Practice Act
- Standards of Nursing Practice
- Unprofessional Conduct Rules
- Delegation Rules

The program of study will continue to address professional values, which include ethics, safety, diversity and confidentiality

The program will maintain the instructional goal of preparing students to enter practice demonstrating the Differentiated Entry Level Competencies established for graduates of Texas Nursing programs

The LVN- ADN Mobility Program -Program of study is listed below:

Semester I

RNSG 1215 Health Assessment  
RNSG 1327 Transition for the Vocational Nurse to Professional Nurse  
RNSG 1162 Clinical- Transition for Vocational Nurse to Professional Nurse  
RNSG 1343 Complex Concepts of Adult Health  
RNSG 1263 Clinical- Complex concepts of Adult Health

Semester II

RNSG 213 Mental Health Nursing  
RNSG 2260 Clinical- Mental Health Nursing  
RNSG 2208 Maternal/Newborn Nursing and Women' Health  
RNSG 2261 Clinical- Maternal/Newborn and Women's Health

Semester III

RNSG 2201 Care of Children and Families  
RNSG 2262 Clinical- Care of Children and Families

Semester IV

RNSG 2231 Advanced Concepts of Adult Health  
RNSG 2263 Clinical to Advance Concepts of adult Health

RNSG 2161 Clinical to Management of Client Care  
RNSG 2130 Professional Nursing Review and Licensure Preparation

RNSG 2130- Professional Nursing Review and licensure preparation will be replaced in Spring2011  
by  
RNSG 2230- Professional Nursing Review and Licensure Preparation

Clinical Learning Experiences

The Program will continue to ensure that the requirements established under Rule 3.7.2.a (Ratio of Clinical/Laboratory Hours to Classroom Hours) and Rule 3.8.2.a (Ratio of Faculty to Students in Clinical Learning Experiences) are followed and enforced. The Program will follow existing institutional practices relating to the development and approval of memoranda of agreement that support clinical affiliations. A sufficient number of clinical affiliations will be maintained in order to provide clinical experiences. The Program will ensure that all memoranda of agreement remain current.

Qualified faculty will continue to supervise clinical learning experiences and the Program will ensure that required instructor to student ratios are followed and enforced.

The Program Director will continue to ensure that clinical facilities utilized for clinical experiences are appropriate for the level of student learning, achievement of course objectives and student safety. The Program will continue to utilize clinical facilities that maintain an adequate patient census to provide breadth and depth of experience needed for instruction.

Clinical experiences will continue to provide opportunities for the students to (a) administer medications, (b) provide nursing care to person of all age groups, (c) provide nursing care to persons with chronic/ acute illnesses, (d) provide preventive or rehabilitative care, and (e) participate and develop patient/family teaching experiences.

## Maintenance of Records and Reports

All current records will be maintained in a secure manner to prevent loss, destruction or unauthorized use. All records will be maintained for the required specified time and will remain accessible to those with a need for access (e.g., Program Director, Coordinator).

The Program will maintain currently-enrolled student application and admission documents, clinical evaluations, and signed receipts of written student policies. The Program will maintain signed receipt of student notifications of Texas Board of Nursing license eligibility information (up to six months after completion of program or withdrawal).

The Program will also continue to maintain the records listed below in accordance with required institutional/nursing education guidelines:

- Faculty records
- Faculty meeting minutes
- College catalogs, program of study, mission and goals, curriculum and course outlines
- Memoranda of agreements with affiliating agencies
- Strategic planning documents and program evaluation master plan

## Total Program Evaluation

The Program will continue to follow the guidelines established under Rule 3.11.1.a (Total Program Evaluation). The Program will ensure compliance with the Rule through the following activities:

- Periodic review and assessment of the current plan
- Revision of the current plan in light of changes in program outcomes
- Incorporation of the plan goals with the institutional planning and budgeting cycle
- Incorporation of Divisional support staff to participate in the review process
- Employment of technological applications in improving the ability to assess Program outcomes
- Utilization of the PDCA framework

The plan for evaluation will continue to follow the areas specified by the Board of Nursing in Rule 215.13, which include:

- Organization and administration of the Program
- Philosophy/mission and objectives/outcomes
- Program of study, curriculum, and instructional technologies
- Education facilities, resources, and services
- Affiliating agencies and clinical learning activities
- Students' achievement
- Graduates' performance on the NCLEX-RN
- Graduates' nursing competence
- Faculty members' performance