

**Report of Regular Survey Visit  
Kilgore College in Longview, Texas  
Vocational Nursing Education Program**

**Summary of Request**

Consider the report of the July 24, 2012, routine survey visit to Kilgore College in Longview, Texas Vocational Nursing Education Program (See Attachment #1).

**Historical Perspective:**

- The Kilgore College (KC) in Longview, Texas Vocational Nursing (VN) Education Program began in 1962.
- The NCLEX-PN® examination pass rates for the past five years are provided in the table:

<b>Exam Year</b>	<b>NCLEX-PN® Examination Pass Rate</b>	<b>Number of First-Time Candidates Passed/Total</b>	<b>BON Approval Status</b>
2011	90.91%	30/33	Full
2010	94.34%	50/53	Full
2009	86.96%	40/46	Full
2008	94.87%	37/39	Full
2007	93.18%	41/44	Full

- Barbara Brush, BSN, RN, has been the director of the VN program since 1996. She has over 24 years experience in education and has taught in both the Certified Nursing Aide (CNA) Program and VN education programs.
- Besides, the director, three (3) full-time and four (4) part-time faculty teach in the VN program. According to the director, there is frequent turnover in adjunct faculty since many adjunct faculty are seeking full time employment.
- Ms. Brush carries a classroom teaching load of nine hours (9) per week in addition to her duties as director of the VN program. She also has been working on the development of a simulation lab. Although she has no difficulty in fulfilling her duties as director, Ms. Bush stated that another full time faculty would give her the release time to pursue additional teaching strategies and increase enrollment.
- The program admits two (2) cohorts of students each year, one in August and the second in January. The program has the capacity and faculty to admit forty (40) students per cohort or eighty (80) students annually. Forty (40) students have been admitted from an applicant pool of 132 qualified applicants for fall 2012.
- Findings from the survey visit indicated that the program is in compliance with Rule 214.

**Pros and Cons from Survey Visit:**

**Pros:**

- The VN program director's past experience in education is respected by administration, faculty and students.
- In interviews with Board Staff, administration and faculty credited Ms. Brush for the high morale and stability in the VN program.
- The director and faculty reported that the VN program receives strong support from KC administration. The program has a cohesive, supportive faculty, and full time faculty turnover rates are low. All full time faculty are funded to participate in the Texas Association of Vocational Nurse Educators (TAVNE) annual conferences.

- Students interviewed expressed a high degree of satisfaction with the program and confidence that the director and faculty are committed to their success.
- The program meets a need in the community for a vocational nursing education program and receives strong support from clinical affiliates.
- The program has adequate contracts with clinical affiliating agencies in order for students to meet all clinical objectives in the program.
- All clinical learning experiences occur in faculty supervised, direct-patient care, hands-on, clinical settings. The program utilizes simulation to prepare students for hands-on patient care and for remediation purposes.

Cons:

- There are three (3) full time faculty, not including the director and four (4) part time faculty teaching in the VN Program. There is frequent turnover in the adjunct faculty.

**Rationale for Staff Recommendation:**

The turnover in adjunct faculty requires that new faculty receive orientation and direction each time one is employed. Adjunct faculty are seeking full time employment rather than the part-time adjunct role. One more full-time faculty member would stabilize the instruction and allow the director time for administrative duties. The recommendation is made in an effort to facilitate effective faculty instruction and program development. Administration voiced support for the recommendation.

**Staff Recommendation:**

Move to accept the report of findings of the routine six year survey visit to Kilgore College in Longview, Texas Vocational Nursing Education Program, and issue the recommendation that follows:

Recommendation #1: The administration is encouraged to begin the process to secure one additional full time faculty position to be added to the VN program at Kilgore College in order to facilitate better consistency in instruction and to free the director for administrative duties to strengthen the program.

(See draft letter in Attachment #2.)

**Summary of Survey Visit  
Kilgore College in Longview, Texas  
Vocational Nursing Education Program**

**Purpose of Survey Visit:** routine survey visit

**Date of Visit:** July 24, 2012

**Board Staff Conducting Visit:** Gayle Varnell, PhD, APRN, Contracted Program Evaluator

**Board Representative met with:**

- Barbara Sheffield Brush, BSN, RN, Director, VN Nursing Program
- Alan Truitt, Associate Dean, Kilgore College-Longview
- Julie H. Fowler, Ed.D., Executive Dean, Kilgore College-Longview
- Patricia Alford, RN, BA, VN Program Faculty
- Penny Attaway, RN, VN Program Faculty
- Becky Krajewski, ADN, RN, VN Program Faculty
- Sonya Moore, Health Occupations Administrative Assistant
- Fifty-three (53) Vocational Nursing Students

Board Representative reviewed:

- curriculum documents and all syllabi.
- Student Handbook, Faculty Handbook, and Clinical Contracts.
- minutes of faculty meetings.
- tests and clinical evaluation tools.

Board Representative toured the facilities housing the nursing program.

Board Representative observed classroom teaching.

**Summary of Findings:**

- Barbara Brush, BS, RN was appointed director of the Vocational Nursing (VN) Education Program at Kilgore College (KC) in 1996.
- Ms. Brush's past experiences includes over 24 years in education.
- The administration expressed strong support for the VN program. Besides the VN program, KC Longview offers a Certified Nursing Aide Program and the following Education/Applied Degree Programs: Air Conditioning & Refrigeration Technology, Cosmetology, Diesel Technology, Emergency Medical Technology, Industrial Maintenance, and Office Professional. The Associate Degree Nursing Program is available on the main campus in Kilgore, Texas.
- The director reported that the majority of graduates remain in the community and are able to find employment in local hospitals and clinical agencies.

Program of Study:

- The VN program is a 12-month 47-credit hour program of study, based on sequential learning. There are a total of 1440 contact hours in the program of study: 560 didactic hours and 880 clinical contact hours.
- The organization of the curriculum is based upon simple to complex, with the first semester laying the foundation for the program. Skills are front-loaded in the first semester.
- The program has implemented the Differentiated Essential Competencies (DECs) into the curriculum for fall 2012 semester. A matrix will be maintained and reviewed for updating as needed.
- The curriculum includes IV therapy instruction.
- Students expressed that the syllabi and instruction are effective.

#### Faculty:

- The VN instruction is carried out by an experienced RN faculty.
- Three (3) full-time and four (4) part time faculty teach in the program.
- The program director has a nine (9) hour plus simulation lab teaching load in addition to her administrative duties.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- Faculty reported that morale is high and they receive strong support from one another as well as the program director.

#### Facilities, Resources, and Services:

- The VN program is located on the Longview campus which is approximately twelve miles (12) from the main campus in Kilgore.
- A full array of student services is offered on the Longview campus, with the exception of the physical library, which is located on the main campus.
- Although the physical library is located on the main campus, the VN students have twenty four (24) hour access to an online library, and ample computer resources are available on the Longview campus.
- The building housing the VN program is appropriately equipped and offers a positive learning environment.
- The director has a large private office that is conveniently located to the program assistant and faculty offices.
- Full-time faculty are provided with fully-furnished private offices. Adjunct faculty are provided with a faculty workroom equipped with individual desks, computers, and locking file cabinets.
- The facilities include restrooms as well as faculty and student lounges and break areas.
- The VN program classroom and the eleven (11) bed nursing skills laboratory are adequately sized and equipped. Several mannequins are available for instructional purposes in the skills lab.
- A three (3) bed simulation lab is separate from the main skills lab. One (1) simulation mannequin and a variety of simulation equipment are available for simulation scenarios.
- One program assistant provides clerical and secretarial support to the VN program.
- The director stated that resources are adequate and meet the educational objectives.

#### Students:

- Sixty-seven (67) students are currently enrolled in the program and twenty-two are scheduled to graduate in August 2012.
- Students stated that they enrolled in the KC-VN program because of location, tuition, and the reputation of the program.
- Students unanimously agreed that they felt that the program of study has prepared them for clinical practice.
- Students cited that the strengths of the program are: clinical experiences, the VN program director, and faculty.
- The majority of students reported they plan to seek further education to become registered nurses.

#### Clinical Learning Experiences:

- The program has active clinical contracts with affiliating agencies which provide a variety of appropriate clinical experiences for the curriculum.
- All clinical learning experiences occur in faculty-supervised, direct-patient care, hands-on clinical settings.
- The clinical experiences are scheduled to match related didactic in the classroom.
- The clinical evaluation tools are individually based upon the course content and measure progression of student behaviors across the curriculum.
- The program utilizes simulation to prepare students for clinical practice and for remediation purposes.

DRAFT LETTER

October 22, 2012

Barbara Brush, BS, RN  
Director, Vocational Nursing Education Program  
Kilgore College  
300 South High Street  
Longview, Texas 75601

Dear Ms. Brush:

At the October 18-19, 2012 meeting, the members of the Texas Board of Nursing considered the report of the routine survey visit to the Kilgore College in Longview, Texas Vocational Nursing Education Program. The program was found to be in compliance with all aspects of Rule 214. The program evaluator did identify an area that warrants attention. Even though the program has an adequate number of full-time and adjunct faculty, there is rapid turnover in the adjunct faculty because the adjunct faculty are seeking full-time employment. Turnover requires frequent new faculty orientation and direction for new adjuncts. The addition of one full-time position in the VN program would greatly enhance consistency in instruction and would allow the director to devote more time to administrative tasks. Therefore, it was the decision of the Board to accept the report of the survey visit and issue the following recommendation:

Recommendation #1:

The administration is encouraged to begin the process to secure one additional full time faculty position to be added to the VN program at Kilgore College in order to facilitate better consistency in instruction and to free the director for administrative duties to strengthen the program.

Recommendations are suggestions based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

If you have any questions or if we may be of assistance, please contact board staff at (512) 305-6814.

Sincerely,

Kristin K. Benton, MSN, RN  
President

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

Sandi Emerson, MSN, RN  
Nursing Consultant for Education

copy: Texas Workforce Commission  
Texas Higher Education Coordinating Board  
President of Kilgore College