

**Consideration for Withdrawal of Approval
Midland College in Midland, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the change of status for Midland College Vocational Nursing (VN) Education Program in Midland, Texas, which has been on conditional approval status since April 2012, and Board Staff recommendation based upon the 2012 NCLEX-PN® examination pass rate, review of the 2012 Nursing Education Program Information Survey (NEPIS), and the survey visit of March 21, 2012.

Historical Perspective:

Historical:

- The Vocational Nursing Education Program at Midland College began the VN program on the main campus in 1972.
- In 1980 Midland College started a second VN program at its Fort Stockton campus. The two sites are separate programs with separate NCLEX codes but they collaborate in presenting basically the same curriculum with the same clinical learning objectives. The 2012 NCLEX-PN examination pass rate for the Fort Stockton program is 83.33%.
- The VN program on the main campus in Midland has experienced four (4) years of NCLEX-PN examination pass rates below 80%, as shown in the following table:

Examination Year	NCLEX-PN® Examination Pass Rate
2012	68.89% (31 passed; 46 tested)
2011	75.41% (46 passed; 61 tested)
2010	73.68% (42 passed; 57 tested)
2009	71.74% (33 passed; 46 tested)
2008	84.78% (39 passed; 46 tested)
2007	82.14% (46 passed; 56 tested)

- The program was required to submit a Self Study Report in 2010 based upon the 2009 pass rate of 71.74%. The program focused on several corrective measures based upon findings in the Self Study Report:
 - ▶ revising admission criteria;
 - ▶ raising the HESI medical-surgical exam benchmark standards;
 - ▶ providing test development and item writing workshops for nursing faculty;
 - ▶ revising exams to include more application questions;
 - ▶ utilizing item analysis more effectively for exam revision; and
 - ▶ reevaluating the acceptable HESI exit examination scores.
- The program's approval status was changed from full approval to full with warning at the April 2011 Board meeting and a survey visit was conducted in March 2012 by Janice I. Hooper, PhD, RN, and Virginia Ayars, EdD, MS, RN.
- In April 2012 the Board changed the approval status from full with warning to conditional, and the program was restricted from enrolling additional students in the program.
- Even with the continuous implementation of corrective measures, the NCLEX-PN® examination pass rate for 2012 was 68.89%.
- Twenty (20) students currently enrolled in the Midland VN program site are scheduled to graduate in

- May 2013. An additional three (3) students in the Midland VN program will graduate in August 2013. Eleven (11) students are currently enrolled in the Fort Stockton VN program and will graduate in August 2013.
- Rule 214.4(c)(3)(C) states “Approval may be withdrawn if the performance of first-time NCLEX-PN® candidates fails to be at least 80% during the examination year following the date the program is placed on conditional approval...”

Meeting Between Board Staff and Midland College Representatives:

On February 27, 2013, Board Staff met with representatives from Midland College to discuss the status of the VN Program and possible Board action. The agenda for this meeting is included in Attachment #1. Supporting documents for the meeting with Midland College are provided with this report as Attachments #2-#4.

Rule 214.4(a)(5) states that “The Board may withdraw approval from a program which fails to meet the Board’s requirements within the specified time. The program shall be removed from the list of Board-approved vocational nursing education programs.” Withdrawal of approval from a program would require that the program design a plan to teach-out the currently enrolled students or find placement for them in other nursing programs.

Several facts were made evident at the meeting:

- The two (2) program sites have been working collaboratively in providing instruction to students at both sites through technology.
- Over time, the two programs have moved toward using the same curriculum.
- One set of faculty at the main campus have provided most of the didactic content through technology (interactive television).
- The main campus has invested significant funds into an extensive multidisciplinary simulation center used by all students.

The current program chair provided a response (Attachment #5) of measures implemented following the Self-Study Report to assist students to be more successful on the NCLEX examination.

Pros of Withdrawal of Approval:

- The mission of the BON is to protect and promote the welfare of the people of Texas by ensuring that each person holding a license as a nurse in this state is competent to practice safely.
- The Board fulfills its mission through the regulation of the practice of nursing and the approval of nursing education programs.
- Students and potential students of the program may be at risk for receiving an adequate educational preparation to practice safely.

Cons of Withdrawal of Approval:

- Withdrawal of approval affects the morale within an institution.

Rationale for Staff Recommendation:

Based upon the history of the program on conditional approval since the 2011 NCLEX-PN® examination pass rate, the identification of areas of noncompliance with Rule 214, and consistent with the process described in Rule 214.4(a)(5), the recommendation is to withdraw approval from Midland College Vocational Nursing Education Program in Midland, Texas, and to remove the name of the program from the list of Board-approved vocational nursing education programs following their teach-out.

Rule 214.3(d)(1) provides guidance when Closing a Program and requires that the director/coordinator of the program must notify the Board of the academic provisions and teach-out plan for students to complete the program; of provisions made for access to and safe storage of vital school records, including transcripts of all graduates; and the methods to be used to maintain requirements and standards until the program closes.

Rule 214.3(d)(2) states that “The program shall continue within standards until all students enrolled in the vocational nursing education program at the time of the decision to close, have graduated. In the event this is not possible, a plan shall be developed whereby students may transfer to other approved programs.”

Rule 214.4(c)(12) states "A program from which approval has been withdrawn may reapply for approval." The program may submit a new nursing program proposal no earlier than twelve (12) months from the date of this order.

Staff Recommendation:

Move to withdraw the approval of Midland College Vocational Nursing Education Program in Midland, Texas, and to remove the name of the program from the list of Board-approved vocational nursing education programs following the teach-out. Further, move to impose the requirements as indicated in the attached order. (See Attachment #6.)

**Texas Board of Nursing
Draft Agenda
Meeting with Midland College Representatives
February 27, 2013, 10:00 AM
Hobby Building, Tower II, Room 500**

Representatives Attending from Midland College:

- Rex Peebles, PhD, Vice President for Instruction
- Darla Poole, BSN, RN, Program Director
- Carla Hooker, RN, Program Coordinator

Representatives from the Board of Nursing:

- Katherine Thomas, MN, RN, FAAN, Executive Director
- James Johnston, General Counsel
- Kristin Benton, MSN, RN, Director of Nursing
- Mark Majek, Director of Operations
- Anthony Diggs, MSCJ, Director of Enforcement
- Janice I. Hooper, PhD, RN, FRE, Nursing Consultant for Education
- Virginia Ayars, EdD, MS, RN, Nursing Consultant for Education
- Sandi Emerson MSN, RN, Nursing Consultant for Education

Handouts Provided:

- Rule 215.4 Approval
- Status Report of Program Approval
- Board Report of April 2012 with copy of letter submitted to Midland College
- Board Report of April 2011 with copy of letter submitted to Midland College
- Selections from Self-Study Report from Midland College VN Program, May 2010

1. Greeting and Introductions - Kathy Thomas
2. Summary of Program Approval Status - Janice Hooper
Self Study Report May 2010
Change in Approval from Full to Full with Warning - April 2011 Board Meeting
Survey Visit - March 2012
Change in Approval from Full with Warning to Conditional - April 2012 Board Meeting
3. Recommendation to Board - April 2013 Board Meeting
Rule 214.4 Approval of Vocational Nursing Education Programs
214.4(a)(5) and 214.4(c)(3)(C)
4. Response from Midland College Representatives
5. Responsibilities of the Program: Rule 214 .3(d)(1) Closing a Program
6. Questions and Further Actions
7. Adjournment

Summary of Program Approval Status

Historical Perspective:

Historical:

- The Vocational Nursing Education Program at Midland College began the VN program on the main campus in 1972.
- In 1980 Midland College started a second VN program at its Fort Stockton campus. The two programs collaborate in presenting basically the same curriculum and clinical learning experiences. The 2012 NCLEX-PN examination pass rate for the Fort Stockton program is 83.33%.
- The VN program on the main campus has experienced four (4) years of NCLEX-PN examination pass rates below 80%, as shown in the following table:

Examination Year	NCLEX-PN® Examination Pass Rate
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- The program was required to submit a Self Study Report in 2010 based upon the 2009 pass rate of 71.74%. The program focused on several corrective measures based upon findings in the Self Study Report:
 - ▶ revising admission criteria
 - ▶ raising the HESI medical-surgical exam benchmark standards
 - ▶ providing test development and item writing workshops for nursing faculty
 - ▶ revising exams to include more application questions
 - ▶ utilizing item analysis more effectively for exam revision
 - ▶ reevaluating the acceptable HESI exit examination scores
- The program's approval status was changed from full approval to full with warning at the April 2011 Board meeting and a survey visit was conducted in March 2012 by Janice I. Hooper, PhD, RN, and Virginia Ayars, EdD, MS, RN.
- In April 2012 the Board changed the approval status from full with warning to conditional, and the program was restricted from enrolling additional students in the program.
- Even with the continuous implementation of corrective measures, the NCLEX-PN® examination pass rate for 2012 was 68.89%.
- Rule 214.4(c)(3)(C) states "Approval may be withdrawn if the performance of first-time NCLEX-PN® candidates fails to be at least 80% during the examination year following the date the program is placed on conditional approval..."

**Copy of Board Report for the April 2012 Board Meeting
 Consideration for Change of Approval Status from Full with Warning to Conditional
 Midland College in Midland, Texas
 Vocational Nursing Education Program**

Summary of Request:

Consider staff recommendation for a change in program approval status for Midland College Vocational Nursing (VN) Education Program in Midland, Texas, based on review of the NCLEX-PN® examination pass rate, review of the 2011 Nursing Education Program Information Survey (NEPIS) , 2011 Compliance Audit for Nursing Education Programs (CANEP), compliance with Rule 214, and survey visit report.

HISTORICAL PERSPECTIVE:

Year	BON Approval Status	NCLEX-PN® Pass Rate	Number of First Time Candidates (Passed/Total)
2011	Pending	74.19%	46/62
2010	Full with Warning April 2011	73.68%	42/57
2009	Full	71.74%	33/46
2008	Full	84.78%	39/46
2007	Full	82.14%	46/56
2006	Full	82.61%	38/46

NEPIS Data on Enrollment and Graduation Records for Two Years:

Year	Total Enrollment	New Admissions	Graduates
2011	102	57 (3 cohorts)	63
2010	76	76 (3 cohorts)	47

- Midland College in Midland, Texas began operating a VN Program in 1972.
- The program was required to complete a Self-Study Report in 2010 because of the 2009 NCLEX-PN examination pass rate falling below the required 80%. The Self-Study Report was received in the Board office on May 28, 2010, and evaluated factors which contributed to graduates' performance and included a description of corrective measures to be implemented.
- In the Self-Study Report, the program suggested that the "primary issue (causative factor) had been an inconsistent use of standardized examination outcome data in both the Medical-Surgical examination and in the comprehensive exit examination."
- The Self-Study Report analysis also indicated that the program's use of admission points in their admission process had been a contributing factor and that course and final exam questions were not written at the application or analysis level.
- The program planned the following corrective measures to begin in 2010:
 - revision of admission criteria
 - high standards for standardized examination benchmarks

- faculty workshops in test development and item writing
- revision of examinations to include application level questions
- utilization of item analysis
- reconsideration of an acceptable score on standardized examinations
- There have been two changes in directors in the last two years. Dr. Becky Hammack is currently serving as Director for the VN program at the main campus. She is also the Dean of the Allied Health Programs, a position she has held for ten years.
- A survey visit to Midland College VN program was conducted on March 21, 2012 by Janice I. Hooper, PhD, RN, and Virginia Ayars, EdD, MS, RN.
- During the survey visit, Board Staff met with college administration and representatives of the VN program to discuss the approval status and possible strategies for success of the program.

Report of the Survey Visit Conducted on March 21, 2012

Board Staff met with:

- College Administration:
 - Steve Thomas, PhD, President of Midland College
 - Richard Jolly, EdD, Executive Vice-President
 - Rex Peebles, PhD, Vice-President of Instruction
 - Deana Savage, EdD, Associate Vice-President of Career and Technical Instruction
- Program Director, Becky Hammack, EdD, RN, Dean, Health Sciences Division
- Coordinator, Carla Hooker, RN
- A group of about forty (40) students
- Six (6) of seven (7) VN nursing faculty

Board Staff toured the campus and the Simulation Center.

Background

- Midland College provides educational opportunities as well as community activities for the citizens of Midland and surrounding areas.
- Midland College has a current enrollment of over six thousand (6,000) students.
- The nursing department includes an associate degree nursing (ADN) program, and VN programs on the main campus and at an extension site in Fort Stockton.
- Midland College receives funding through state monies, grants, and community donors.
- Recent campus renovations have been funded by bonds.

Administration

- College administration expressed strong support for the VN program and its faculty.
- Dr. Hammack discussed several factors that may have impacted the pass rates and that pose challenges for the program:
 - the increasing number of International students in the program for whom English is the second language (Nigeria, Kenya, Korea) (About 35% of the students are Hispanic; 20% are Nigerian; 20% are Kenyan.)
 - students with eligibility issues that delay taking the NCLEX examination

Students

- Students who will potentially take the NCLEX examination in 2012 include a cohort that graduated in December 2011, and graduates who will complete the program in May and August, 2012. There is a possible total of sixty-five (65) students who may test in 2012.
- The VN program usually admits three cohorts of twenty (20) students per year.
- A group of about forty (40) students were interviewed by Board Staff.
- The students spoke positively about the clinical learning experiences, clinical instruction, and the face-to-face classes.
- Students commented on transmission difficulties between the Midland and Fort Stockton campuses when two classes are taught by distance learning using interactive television (ITV). Providing these

two courses by distance technology effectively utilizes faculty with specific expertise, such as maternity nursing. The director and faculty are aware of the difficulties and are trying to improve the situation.

- Responses from students indicated they are eager to learn, aware of scope of practice issues, interested in a wide variety of clinical learning experiences, and are engaged in their education.
- They had positive suggestions for enhancing the program including:
 - ensuring greater consistency in grading criteria used by faculty and in presentation of didactic content by faculty
 - beginning simulation activities earlier in the curriculum
 - scheduling clinical activities so that all students experience the variety of settings
 - evaluating the required text for consistency of information
 - providing an overview of professional behavior and scope of practice in the first course
 - exploring how technology can be improved in the distance learning format (ITV)
 - considering requiring pharmacology as a prerequisite and adding a second advanced pharmacology course to the program
 - requiring that entering students are certified as nurses aides

Faculty

- Six (6) of the seven (7) VN faculty were interviewed. All are fully qualified and committed to the success of the students.
- The faculty meet monthly to conduct the business of the program.
- Faculty are willing to tutor students having difficulty in the program.
- Three of the faculty have been hired within the last academic year. They are being mentored by Dr. Hammack. Board Staff reviewed the new faculty orientation plan.
- The other faculty have been at Midland College for periods from one year to eight years.
- Board Staff engaged the faculty in a discussion about teaching issues and strategies which might impact the success of the students. These ideas were discussed with the director and coordinator.

Program of Study

- The VN programs at the Midland and Fort Stockton campuses use the same curriculum and clinical learning objectives.
- Two courses are taught through interactive television where a faculty member at one site delivers the didactic to both campuses. In this way, faculty with specific expertise are used efficiently in the program.
- The curriculum is designed to be delivered over a twelve (12) month period (3 academic semesters), with one online course (medical terminology). Other courses include web-based materials.
- The curriculum plan complies with Board rules and follows a logically-organized sequence.
- Clinical evaluation tools reflect course objectives and indicate progression across the program.
- Faculty are in the process of implementing the *Differentiated Essential Competencies (2010)* into the curriculum.
- The program has utilized various standardized testing and remediation packages to improve students' ability to think critically in their clinical decision-making.

Facilities, Resources, and Services

- A large simulation center on campus has recently been completed that will provide a clinical learning center for nursing students and other health care programs on campus, for medical students, for physicians, and for hospital use.
- It will provide possibilities for numerous high-fidelity simulation activities, many involving interdisciplinary groups.
- Midland College provides all student services to the nursing programs.
- Faculty have private offices, conference rooms, and spaces adequate for them to carry out their teaching activities.

Rule 214.4(c)(3)(B)(i) states that "A program may be placed on conditional approval status if within one examination year from the date of the warning, the performance of first-time candidates on the NCLEX-PN examination fails to be at least 80%." The program was placed on full with warning approval status at the April 2011 Board meeting.

Rule 214.4(a)(5) states that "Conditional approval is issued by the Board for a specified time to provide the program the opportunity to correct deficiencies. The program shall not admit students while on conditional status. The Board may establish specific criteria to be met in order for the program's conditional approval status to be removed."

Pros and Cons:

Pros:

- The VN program at Midland College is supported by the college administration and by the community.
- The faculty are committed to the program and to helping the students succeed.
- The director and faculty recognize the importance of high standards for their program.
- Students are self-directed and engaged in the learning process.

Cons:

- The program is challenged with a more diverse student mix and seeking strategies to provide adequate education for students with different learning needs.
- Several of the faculty are newly hired and are in orientation.

Background for Recommendation:

Rule 215.4(a)(4) sets forth the parameters of conditional approval status as follows:

(4) Conditional approval is issued by the Board for a specified time to provide the program the opportunity to correct deficiencies.

(A) The program shall not admit students while on conditional status.

(B) The Board may establish specific criteria to be met in order for the program's conditional approval status to be removed.

Therefore, the purposes of conditional approval status are to allow faculty additional time to correct deficiencies which include improving the performance of graduates on the licensing examination and to protect additional students from the risk of receiving educational preparation that does not meet Board standards.

Staff Recommendation:

Staff recommend the following as indicated in the attached letter (Attachment #1):

1. Change the approval status of the Midland College Vocational Education Program in Midland, Texas, from full with warning to conditional. The program may not admit students while on conditional status. The program will remain on conditional approval status until the program demonstrates a pass rate for first time test takers of at least 80% on the 2012 NCLEX-PN® examination. The NCLEX-PN examination year for vocational nursing programs begins on January 1, 2012 and ends on December 31, 2012. In addition, the program shall demonstrate full compliance with Rule 214 prior to a change in approval status.
2. Issue the following recommendations based upon findings during the survey visit:
Recommendation #1: The program is encouraged to explore possible improvements to the distance learning transmission to facilitate greater student satisfaction with this mode of delivery.
Recommendation #2: The faculty are encouraged to develop a greater consistency in grading practices and delivery of didactic content.

**Copy of the Board Report for the April 2011 Board Meeting
Consideration for Change of Approval Status from Full to Full with Warning
Midland College in Midland, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider a proposed change in the program approval status of Midland College Vocational Nursing Education Program in Midland, Texas, based upon review of the 2010 NCLEX-PN® examination rate, the 2010 NEPIS, and Rule 214.

Historical Perspective:

- Midland College (Midland, TX) Vocational Nursing Program has been in operation since 1972.
- The NCLEX-PN® examination pass rates for the past five (5) years follow:

Exam Year	NCLEX-PN® Pass Rate	Number of First-Time Candidates (Passed / Total)	BON Approval Status	Date of Change in Approval Status
2010	73.68%	(42/57)	(Pending)	(Pending)
2009	71.74%	(33/46)	Full	
2008	84.78%	(39/46)	Full	
2007	82.14%	(46/56)	Full	
2006	82.61%	(38/46)	Full	

- The program was required to complete a Self-Study report because the 2009 NCLEX-PN® pass rate fell below the required 80%. The Self-Study, received in Board offices on May 28, 2010, identified multiple factors thought to have contributed to the decline in pass rate. Factors included: 1) inconsistent use of standardized testing outcome data in the Medical-Surgical exam and in the comprehensive exam; 2) use of “admission points” for non-nursing pre-requisites where higher points are given for higher grades in these courses; 3) use of two different entrance exams at the applicant’s choice, while the two exams are not readily comparable; 4) significant personal problems; 5) course exams written below the application or analysis level; and 6) differences in weighting grade averages across courses.
- Corrective actions were designed, with implementation occurring at varying points from January through Autumn 2010.

PROs and CONs:

Pros:

- The Self-Study report analyzed all aspects of the program and identified factors thought to contribute to a low pass rate.

Cons:

- Corrective actions identified by the program have not had a positive impact on the 2010 NCLEX-PN® pass rate.

Staff Recommendation:

Move to change the approval status of Midland College in Midland, Texas Vocational Nursing Education Program from Full to Full with Warning and authorize Board staff to conduct a survey visit as indicated in the attached letter (Attachment #1).

Agenda Item: 3.2.12.
Board Meeting: April 2013
Attachment #4

**Selections from Self-Study Report
Midland College
Vocational Nursing Program**

**Prepared for the
Texas Board of Nursing
May 2010**

Vocational Nursing Program

Midland College

Midland, Texas

2009 Exam Year

Self-Study Report

Prepared for the

Texas Board of Nursing

May, 2010

Summary of Findings

This in-depth analysis of every facet of the V.N. program assisted the faculty members in identifying multiple factors that have contributed to the decline in the NCLEX-PN exam pass rate for the 2009 exam year. The primary issue is inconsistent use of HESI outcome data in both the Medical-Surgical exam and in the comprehensive exit exam. The applicability of admission points also became apparent through the self-study. It is interesting as well that ESL and country of origin did not rise to a significant level with this cohort. Most faculty believed from anecdotal experience that these were contributive factors in the poor pass rate. GPAs of those students who were unsuccessful on their NCLEX-PN exam were overall lower than the GPAs of the successful students. Various students had significant personal problems, which faculty believe contributed to their inability to achieve success on the NCLEX-PN exam.

A careful analysis of the program's curriculum did not identify any issues which can be construed as a contributing factor to the decline in the NCLEX-PN exam pass rate. The faculty believes the curriculum is basically unchanged from previous exam years in which the NCLEX-PN exam pass rate was exceeded 80 %.

Course unit exams and final exams were carefully evaluated. Some unit and final exam questions were not written at the application or analysis level. The weighted averages in course grade calculations were inconsistent among courses.

The SPE was updated to reflect the 2009 DELCE standards. This process is an evolving work that, at this time, is not believed to have contributed to the decline in the NCLEX-PN exam pass rate for this cohort of students.

Corrective Measures to be Implemented

List corrective measures to be implemented including a timetable for implementing corrective measure, identification of responsible individual(s) and a strategy for evaluating outcomes.

Corrective Measure	Time	Person(s) Responsible	Strategy for Evaluation
Revise admission criteria (point system, single entrance exam, TOEFL)	Propose to campus admission committee Jan. 2010	Program Director	Maintain database of students admitted under new criteria; analyze program outcomes in correlation with new criteria
HESI Medical-Surgical exam benchmark standards raised	Effective May 2010	Faculty/Program Director	Maintain database of student results; analyze program outcomes in correlation with HESI scores
Provide Test Development and Item Writing workshop for faculty	Course registration for faculty members in Summer 2010	Program Director	Notation of faculty CEU's for the course;
Revise exams to raise cognitive level to application or above	Begin utilizing revised exams in Fall 2010	Faculty/Program Director	Monitor student performance on exams
Utilize item analysis more effectively for exam revision	Research into more extensive item analysis data for computer testing	Faculty	Evidence of exam revisions based on item analysis
Maintain acceptable HESI exit exam scores	Require 850 on HESI exit beginning Summer 2010	Director	Compare HESI scores to NCLEX-PN pass rates and increase if indicated

**Midland College Update received February 22, 2013
 Corrective Measures to be Implemented**

List corrective measures to be implemented including a timetable for implementing corrective measure, identification of responsible individual(s) and a strategy for evaluating outcomes.

Corrective Measure	Time	Person(s) Responsible	Strategy for Evaluation
<p>Revise admission criteria (point system, single entrance exam, TOEFL)</p> <p><u>CURRENT CORRECTIVE MEASURES</u></p> <p><u>Point System:</u> Re-evaluation in progress. There are no pre requisite courses; however, some classes may be taken pre-entry and these have in the past been given points toward admission. Recommendation for no points to be given for Pharmacology. Also if a student has taken Anatomy & Physiology more than 5 years ago a review course will have to be taken.</p> <p><u>Entrance exams:</u> NET was discontinued in 2009 by the publisher; therefore, we had to try to find an equal entry exam. Presently using completion of the Texas Success Initiative, or the TEAS (which is published by ATI). S as an entrance exam. Since there are no set scores by the publisher of the TEAS test, we are collecting data from successful VN programs as to what they are giving and what is their cut scores. We have received information from 5 programs at this time and they use the HESI for PNs. We will continue to collect data for a few more weeks and then take a recommendation to the admission committee of the college.</p> <p><u>TOEFL:</u> After evaluating the students who failed NCLEX in 2009, we determined that International students were not the issue; therefore, we are not requiring TOEFL for the VN program. But this will be reevaluated.</p>	<p>Propose to campus admission committee Jan. 2010</p>	<p>Program Director</p>	<p>Maintain database of students admitted under new criteria; analyze program outcomes in correlation with new criteria.</p> <p><u>CURRENT EVALUATION STRATEGIES</u></p> <p>Establish new criteria and maintain database of students; analyze program outcomes in correlation with new criteria.</p>
<p>HESI Medical-Surgical exam benchmark standards raised</p>	<p>Effective May 2010</p>	<p>Faculty/ Program Director</p>	<p>Maintain database of student results; analyze program outcomes in correlation with HESI scores.</p>

Corrective Measure	Time	Person(s) Responsible	Strategy for Evaluation
<p><u>CURRENT CORRECTIVE MEASURES</u></p> <p><u>Standardized Tests:</u> In addition to the Med Surg Hesi, we have added a Foundations Hesi, and Psych Hesi to benchmark areas of weakness and direct remediation before the final Hesi is taken. All test scores below 850 require remediation. Remediation of all Hesi exams must be completed in order to graduate and are completed with faculty supervision. In Fall 2011 we will be adding OB and Pedi Hesi exams.</p>			<p><u>CURRENT EVALUATION STRATEGIES</u></p> <p>Prospective study of Hesi results to be completed and how the Hesi scores correlate with successful NCLEX-PN first time takers.</p>
<p>Provide Test Development and Item Writing workshop for faculty</p> <p><u>CURRENT CORRECTIVE MEASURES</u> The faculty is enrolled in a course for test writing.</p>	<p>Course registration for faculty members in Summer 2010</p>	<p>Program Director</p>	<p>Notation of faculty CEU's for the course;</p> <p><u>CURRENT EVALUATION STRATEGIES</u> Notation of faculty CEU's after completion of Test Writing On-line Course kept in faculty files in Dean's office.</p>
<p>Revise exams to raise cognitive level to application or above</p> <p><u>CURRENT CORRECTIVE MEASURES</u> Currently we are reviewing and revising all exams to increase the difficulty level of the exams with application and analysis questions. We are also doing pre and post testing in each class to determine where additional remediation and/or revised content is needed.</p>	<p>Begin utilizing revised exams in Fall 2010</p>	<p>Faculty/ Program Director</p>	<p>Monitor student performance on exams.</p> <p><u>CURRENT EVALUATION STRATEGIES</u> We will continue to monitor student performance on future exams and revise tests as needed.</p>
<p>Utilize item analysis more effectively for exam revision</p> <p><u>CURRENT CORRECTIVE MEASURES</u> Midland College Blackboard Program provides assessment statistics for all computerized tests; therefore, all classes, utilizing online testing, will use the Test Evaluation The exams that are no online will be reviewed by a more than one faculty member to show that the test is reliable and valid.</p>	<p>Research into more extensive item analysis data for computer testing</p>	<p>Faculty</p>	<p>Evidence of exam revisions based on item analysis</p> <p><u>CURRENT EVALUATION STRATEGIES</u> Team approach to start in May 2011.</p>

Corrective Measure	Time	Person(s) Responsible	Strategy for Evaluation
<p>Maintain acceptable HESI exit exam scores</p> <p>CURRENT CORRECTIVE MEASURES Maintain acceptable Comprehensive exam score use Standardized Tests.</p> <p>In addition, we have added Case Studies with practice tests and a 2 day PN Live Review Course.</p> <p><u>NCLEX-PN Review:</u> Third semester students are required to complete 1500 NCLEX-PN review questions and complete remediation for all incorrect questions. Mandatory NCLEX type questions are being required in all levels and these are completed with faculty supervision.</p> <p><u>Class schedule change:</u> We divided heavy content classes over 2 half days rather than one long day for better retention of course content and providing additional study time for students between classes.</p> <p>Clinical hours have been redistributed to be more balanced throughout the program. The number of clinical hours did not change.</p> <p>Admission Policy Changes:</p> <p>Students who transfer into the VN Program will have to pass tests and skills check off at the level they are entering the program. Plus if it has been more than a year, they must start over.</p>	<p>Require 850 on HESI exit beginning Summer 2010</p>	<p>Director</p>	<p>Compare HESI scores to NCLEX-PN pass rates and increase if indicated</p> <p>CURRENT EVALUATION STRATEGIES Continue to compare HESI scores to NCLEX-PN pass rates and increase cut score for HESI exams as indicated.</p>

DRAFT LETTER

April 18, 2013

Darla Poole, BSN, RN, Director
Vocational Nursing Program
Midland College
3600 North Garfield
Midland, TX 79705

Dear Ms. Poole:

At the April 18-19, 2013 meeting, the Texas Board of Nursing discussed a change of approval status for Midland College Vocational Nursing Education Program related to the persistent low NCLEX-PN® examination pass rates since 2009 and areas of noncompliance with Rule 214. The Board wishes to thank you and for being present to answer questions.

Rule 214.4(a)(5) states that "The Board may withdraw approval from a program which fails to meet the Board's requirements within the specified time. The program shall be removed from the list of Board approved vocational nursing education programs."

After much deliberation, the Board has decided to withdraw approval from Midland College Vocational Nursing Program in Midland, Texas, to remove the program from the list of Board approved vocational nursing education programs following the teach-out, and to impose the requirements in the Board Order. Since this will constitute a closure of the Vocational Nursing Program on the Midland campus, Midland College is required to follow Board standards for closing a program.

It is the responsibility of the program to inform the college administration of this action.

If you have questions, please contact board staff at janice.hooper@bon.texas.gov or 512-305-6814.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President of the Board

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

copy: The Texas Higher Education Coordinating Board
Rex Peebles, PhD, Vice President for Instruction

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of:
Midland College
Vocational Nursing Education Program
in Midland, Texas

ORDER OF THE BOARD

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 18, 2013, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Midland College Vocational Nursing Education Program in Midland, Texas, based upon the NCLEX-PN® examination pass rate for 2012, review of the 2012 NEPIS, findings from the Self-Study Report, and survey visit report, pursuant to Section 301.157, Texas Occupations code and 22 Tex. Admin. Code Chapter 214.

Board members in attendance were: Kathy Shipp, MSN, RN, FNP; Nina Almasy, MSN, RN; Deborah Hughes Bell, CLU, ChFC; Patti Clapp, BA; Tamara Cowen, MN, RN; Sheri Denise Crosby, JD, SPHR; Marilyn J. Davis, RN, BSN, MPA; Richard Robert Gibbs, LVN; Josefina Lujan, PhD, RN; Kathy Leader-Horn, LVN; Mary LeBeck, MSN, RN; and Beverly Jean Nutall, LVN.

After review and due consideration of the filed materials, as well as the presentation by representatives from Midland College in Midland Texas, and other interested parties, if any, the Board hereby WITHDRAWS approval of the Midland College Vocational Nursing Education Program in Midland, Texas, and hereby imposes the following conditions/requirements:

1. Midland College shall make academic provisions for the currently enrolled students to complete the nursing education program and teach-out arrangements that have been approved by the appropriate agencies (i.e., Texas Workforce Commission, The Texas Higher Education Coordinating Board, Texas Board of Nursing), and submit the teach-out plan to Board Staff no later than June 1, 2013.
2. Midland College shall make provisions for access to and safe storage of vital school records, including transcripts of all graduates. Plans for the provisions shall be submitted to Board Staff by June 1, 2013.
3. Midland College shall develop a plan to ensure methods are used to maintain Board requirements and standards until the program closes, and submit the plan to Board Staff no later than June 1, 2013.

4. Midland College shall develop a plan for transfer of any students who do not complete the program by the last established graduation date, and shall provide this plan to Board Staff no later than August 1, 2013.

Further, in accordance with 22 Tex. Admin. Code §214.4, the program may reapply for approval by submitting a new nursing program proposal no earlier than twelve (12) months from the date of this order.

Entered this 18th day of April, 2013

Kathy Shipp, MSN, RN, FNP
President of the Board