

**Report of a Survey Visit
 Texarkana College in Texarkana Texas
 Vocational Nursing Education Program**

Summary of Request

Consider the report of the February 26, 2013 routine survey visit to Texarkana College in Texarkana, Texas Vocational Nursing Education Program (See Attachment #1).

Historical Perspective:

- The Texarkana College (TC) in Texarkana, Texas Vocational Nursing (VN) Education Program began in 1956.
- Cynthia Montgomery, MSN, RN, has been the director/coordinator of the VN program since August 31, 2011. She began teaching part-time in the Associate Degree Nursing (ADN) Education Program at TC in 2002 and was hired as full-time faculty in 2006. She has taught in both the ADN and VN programs.
- Five (5) full-time and four (4) part-time faculty members teach in the VN program.
- Ms. Montgomery currently does not carry a classroom teaching load. She has been selected and approved to become the Division Chair of Health Occupations upon Dr. Carol Hodgson's retirement.
- The VN program has two (2) admission periods, January and August of each year. A total of fifty (50) students are accepted each admission period.
- The NCLEX-PN® examination pass rates for the past six (6) years are provided in the following table:

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	94.29%	33/35	Full
2011	92.31%	60/65	Full
2010	95.12%	78/82	Full
2009	91.67%	66/72	Full
2008	92.75%	64/69	Full
2007	97.56%	80/82	Full

- A routine six-year survey visit to the TC VN Program was conducted on February 18, 2013 by Gayle Varnell, PhD, APRN, CPNP-PC, Contract Program Evaluator (See Attachment #1).

Summary of Survey Findings:

- Board Representative identified many strengths in the program.
- Findings from the survey visit indicated that the program is in compliance with Board Rule 214.

Pros and Cons from Survey Visit:**Pros:**

- The director and faculty reported that the VN program receives strong support from TC administration.
- The program appears to have a cohesive, supportive faculty, and full-time faculty turnover rates are low.
- The full time faculty members have not been funded to participate in the Texas Association of Vocational Nurse Educators (TAVNE) annual conference the past few years and voiced a desire to attend.
- Students interviewed expressed a high degree of satisfaction with the program and confidence that the coordinator/director and faculty are committed to their success.
- The program meets a need in the community for a VN 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 clinical settings. The program utilizes simulation to prepare students for hands-on patient care and for remediation purposes.

Cons:

- A full-time VN faculty member was lost in 2011 due to retirement. This position was replaced by part-time faculty.

Staff Recommendation:

Move to accept the report of findings of the routine six-year survey visit to the Texarkana College in Texarkana, Texas Vocational Nursing Education Program, and issue the following recommendation: The administration is encouraged to recruit a full-time faculty member to fill the full-time vacancy created by the retirement; and to submit a written response to the recommendation to Board Staff no later than September 1, 2013. (See Attachment #2):

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

Purpose of Survey Visit: Routine survey visit

Date of Visit: February 26, 2013

Board Staff Conducting Visit: Gayle Varnell, PhD, APRN, CPNP-PC, Contracted Program Evaluator

Board Representative met with:

- Cynthia Montgomery, MSN, RN, Director, Nursing Programs
- Carol Hodgson, PhD, RN, Division Chair of Health Occupations
- Karen Tyl, MSN, RN, VN Nursing Program Coordinator
- James H. Russell, MEd, CPA, President
- Vernon Wilder, MS, Chief Instructional Officer
- Lesli Banister, MSN, RN
- Robyn Cornelius, MSN, RN
- Kim Randles, MSN, RN
- Lisa Quinnelly, BSN, RN
- Ten (10) Vocational Nursing (VN) Students (5 first level/ 5 second level)
- Linda Arnold, Health Occupations Administrative Assistant
- Mindy Preston, Administrative Assistant to the President
- Phyllis Deese, Director, Human Resources
- Vicki Dodd, Administrative Assistant, Human Resources
- Tonya Mackey, MS, Librarian
- Diane Smith, Autotutorial Lab (ATL) Instructor
- Shirley Lishman, MSN, RN, Associate Degree Nursing (ADN) Program Retention Specialist

Board Representative conducted the following activities:

- held initial conference with director, dean, and administration;
- met with faculty members;
- interviewed students;
- observed classroom teaching;
- toured Texarkana College (TC) campus and facilities;
- reviewed records and documents including: student and faculty files, minutes of faculty meetings, student and faculty handbooks, syllabi, clinical evaluation tools, and the Total Program Evaluation (TPE) Plan, and
- conducted exit interview with director and division chair.

Summary of Findings:

Findings Related to Administration:

- Administration stated that the VN program adds value to the college and fulfills a need in the community.
- The administration expressed strong support for the VN program.
- The VN program at TC is a part of the Health Occupations Division which also includes ADN and Emergency Medical Technology (EMT and Paramedic). The division is one (1) of five (5) instructional divisions at the college.
- The organizational chart was reviewed with administration.
- Cynthia Montgomery, MSN, RN was appointed director of the VN Education Program at TC in Fall 2011.
- Ms. Montgomery's past experiences include over ten (10) years in VN and ADN education at TC.

- Ms. Montgomery reported that she is comfortable fulfilling her administrative duties due to the fact that she has the support of the Division Chair of Health Occupations.
- The director reported that the majority of graduates remain in the community and are able to find employment in local hospitals and clinical agencies.

Findings Related to Program of Study:

- The VN program is a 12-month 46-credit hour program of study, based on sequential learning. There are a total of 1424 contact hours in the program of study: 413 didactic hours and 864 clinical contact hours.
- The program is well-organized and includes all Board required content.
- The curriculum is designed to ensure students are competent in skills prior to entering the clinical setting.
- The curriculum includes intravenous (IV) therapy instruction.
- The VN curriculum design and college level pre-requisite courses allow a smooth transition into the TC ADN program.
- The *Differentiated Essential Competencies (DECs) (2010)* have been incorporated into the curriculum.
- The teaching model is based mainly upon face-to-face modalities.
- Faculty and students use Moodle for course communication.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program, including a prioritization system for all applicants.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- The program has implemented required remediation and tutoring as well as an NCLEX-PN® review course.

Findings Related to Faculty:

- The VN instruction is carried out by an experienced RN faculty group.
- Five (5) full-time and four (4) part-time faculty members teach in the program.
- The program coordinator/director does not carry a teaching load.
- One full-time VN faculty member was lost in 2011 due to retirement. This position was replaced by part-time faculty.
- Faculty members 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.
- Board required policies are documented.
- Faculty members communicate frequently and meet regularly. Minutes of faculty meetings are maintained.

Findings Related to Students:

- The VN program has two (2) admission periods, January and August of each year. A total of fifty (50) students are accepted each admission period.
- Students stated that they enrolled in the TC-VN program because of location, tuition, and the reputation of the program.
- Students cited that the strengths of the program are: clinical learning experiences and faculty.
- Several students reported they plan to seek further education to become registered nurses.

Findings Related to Clinical Learning Experiences:

- The program has active clinical contracts with affiliating agencies that provide a variety of appropriate clinical experiences for the curriculum.
- All clinical learning experiences occur in faculty-supervised, direct patient care clinical settings.
- The clinical experiences take place in three (3) separate courses specific for clinical content and students receive a letter grade for these courses.
- The clinical evaluation tools are individually based upon the course content and measure progression of student behaviors across the curriculum.

- Formative and summative evaluations are evident.
- Board faculty-to-student ratios are maintained.

Findings Related to Facilities, Resources, and Services:

- The program is located on the Texarkana campus.
- There are two (2) admission periods, January and August of each year with a total of fifty (50) students accepted each admission period.
- The building housing the VN program is appropriately equipped and offers a positive learning environment.
- The director/coordinator has a large private office that is conveniently located to the other VN faculty offices.
- Full-time faculty members are provided with fully-furnished private offices and 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 classrooms and the five (5) bed nursing skills laboratory are adequately equipped. VN students are also able to use the ADN skills lab when it is available.
- The director stated that resources are adequate and meet the educational objectives.

DRAFT LETTER

April 22, 2013

Cynthia Montgomery, MSN, RN, Director
Vocational Nursing Education Program
Texarkana College
2500 North Robison Road
Texarkana, Texas 75999

Dear Ms. Montgomery:

At the April 18-19, 2013 meeting, the members of the Texas Board of Nursing considered the report of the routine survey visit to the Texarkana College in Texarkana, Texas Vocational Nursing Education Program. The program was found to be in compliance with all aspects of Rule 214. The program evaluator did identify two areas that warrant attention. 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 recruit a full-time faculty member to fill the full-time vacancy created by the retirement.

Recommendation(s) are suggestion(s) based upon program assessment indirectly related to the rules to which a program must respond but in a method of their choosing.

Please submit a written response to the recommendation to Board Staff no later than September 1, 2013.

If you have any questions, or if we may be of assistance, please contact Board Staff at 512-305-7660.

Sincerely,

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

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

copy: Texas Workforce Commission
President of Texarkana College