

**Consideration of Change in Approval Status  
from Initial to Initial with Warning  
Mountain View College, Dallas, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for Mountain View College Associate Degree Nursing (ADN) Education Program in Dallas, Texas, from Initial Approval to Initial Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study report, and compliance with Rule 215.

**Historical Perspective:**

- Mountain View College was established by the Dallas County Community College District in 1970 and hosted the Brookhaven College extension program for several years.
- A separate ADN program was proposed and approved at the July 2011 Board of Nursing Meeting and the first cohort of students was admitted in Fall 2011.
- The NCLEX-RN® examination pass rates for the past two (2) years are included in the table below:

<b>NCLEX Examination Year</b>	<b>BON Approval Status</b>	<b>NCLEX-RN® Examination Pass Rate</b>	<b>Number of First Time Candidates (Passed/Total)</b>
2014	Initial	48.15%	18/35
2013	Initial	75.00%	18/24

- Due to the 2013 NCLEX-RN® examination pass rate of 75.00%, Board Staff sent a letter to the Mountain View College program director in February 2014 citing a deadline for the submission of a Self-Study Report (SSR) as stipulated by Rule 215.4(c) which requires that "When the passing score of first-time NCLEX-RN® candidates is less than 80% on the examination during the examination year, the nursing program shall submit a Self-Study Report that evaluates factors that may have contributed to the graduates' performance on the NCLEX-RN examination and a description of the corrective measures to be implemented".
- The program director and faculty timely submitted a SSR that identified factors contributing to graduates' performance and a description of corrective measures to be implemented.
- Factors identified by the program in the 2014 SSR that may have contributed to the decline in the NCLEX-RN® examination pass rate and led to the program's development and implementation of corrective measures include the following:
  - Lack of a comprehensive remediation plan to assist academically at-risk students.
  - Turnover in Nursing Program faculty and staff.

- Students lacking comfort taking computerized tests.
- Inconsistency in classroom, clinical instruction and evaluation measures due, in large part, to faculty and staff turnover.
- A need to streamline and systematically review Nursing Program Policies for admission, readmission, and course sequencing.
- A need to standardize the times for data collection (quarterly, bi-annually, etc.) and ensure that staff conduct a timely corresponding analysis and overall evaluation.
- After review of the SSR received in 2014, a response letter was sent by Board Staff acknowledging the factors which contributed to the decline in pass rate and the identification and plan for implementation of corrective measures. (See Attachment #1)
- The Education Consultants conducted a conference call with the program director and administrator on November 20, 2014 to discuss the process of changing the program's approval status from Initial approval to Initial Approval with Warning at the quarterly Board Meeting in January 2015. The conference call enabled consultants to answer questions from the program director and administration as well as discuss any concerns.
- Mountain View College Associate Degree Nursing Education Program provided letters to the Board in response to the conference call discussion. (See Attachments #2 and #3)

**Rationale for Recommendations:**

Rule 215.4(c)(3)(A) states: "A warning may be issued to a program when the pass rate of first-time NCLEX-RN® candidates .... Is less than 80% for two (2) consecutive examination years..."

**Staff Recommendations:**

Move to change the approval status for Mountain View College Associate Degree Nursing Education Program in Dallas, Texas, from Initial Approval to Initial Approval with Warning based upon the 2014 NCLEX-RN® examination pass rate, information in the 2014 Self-Study Report, compliance with Rule 215, and impose the conditions and requirements in the attached Board Order. (See Attachment #4)

DRAFT LETTER

January 22, 2015

Katrina Walker, MSN, RN, Dean  
Mountain View College  
Associate Degree Nursing Program  
4849 W. Illinois Ave.  
Dallas, TX 75211

Dear Ms. Walker:

At the January 22-23, 2015 meeting, members of the Texas Board of Nursing (BON) discussed the approval status of Mountain View College Associate Degree Nursing Education Program in Dallas, Texas, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of Mountain View College Associate Degree Nursing Education Program in Dallas, Texas from Initial Approval to Initial Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may be of any assistance, please contact Board Staff at [gayle.varnell@bon.texas.gov](mailto:gayle.varnell@bon.texas.gov) or 512-621-5179.

Sincerely,

Katherine A. Thomas, MN, RN, FAAN  
Executive Director

Copy: Dr. Preston Pulliams, Interim President

COPY



## Texas Board of Nursing

333 Guadalupe Street, Ste. 3-460, Austin, Texas 78701  
 Phone: (512) 305-7400 Fax: (512) 305-7401 www.bon.texas.gov

**Katherine A. Thomas, MN, RN, FAAN**  
*Executive Director*

May 1, 2014

Katrina Walker, MSN, RN, Dean  
 Mountain View College  
 Associate Degree Nursing Program  
 4849 W. Illinois Ave  
 Dallas, TX 75211

Dear Ms. Walker and Nursing Faculty:

This letter acknowledges receipt of the Mountain View College Department of Nursing Associate Degree Nursing Program's 2014 Self-Study Report and provides a response to the information in the report. As the Education Consultant for the program, I wish to express my appreciation to the faculty for their diligence and thoughtfulness evident in this comprehensive report. I also wish to express my gratitude for faculty participation in the March 28, 2014, conference call to discuss the Self-Study Report provided prior to its preparation. The consultants participated in thirty (30) conference calls with programs and found the time devoted to the calls a valuable experience that allowed for us to connect with the programs at the teaching level.

The Self-Study Report identifies many strengths in the program including:

- Strong course content included in the curriculum;
- Full support from the clinical affiliations that provide learning opportunities;
- New technology and simulation in the nursing skills lab;
- Full financial support from administration and governing bodies;
- Faculty and staff professional development initiatives;
- Strong student admission and advisement service;
- ATI integrated implemented resources; and
- Utilization of NCLEX-RN® Professional tutor

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### Members of the Board

Kathleen Shipp, MSN, RN, FNP  
 Lubbock, *President*

Nina Almasy, MSN, RN Austin	Deborah Bell, CLU, ChFC Abilene	Patricia Clapp, BA Dallas	Tamara Cowen, MSN, RN Harlingen	Sheri Crosby, JD, SPHR Dallas	Marilyn Davis, MPA, BSN, RN Sugar Land
Shelby Ellzey, BBA Midlothian	Monica Hamby, LVN Amarillo	Kathy Leader-Horn, LVN Granbury	Mary M. LeBeck, MSN, RN Weatherford	Josefina Lujan, PhD, RN El Paso	Beverley Jean Nutall, LVN Bryan

The following table indicates the program-identified factors that may have contributed to the 2013 NCLEX examination pass rate and corrective measures planned to assist the program toward future success:

Identified Factors that May Have Contributed to NCLEX Examination Pass Rate	Corrective Measures	Timetable
Lack of a comprehensive remediation plan to assist academically at-risk students. Unaware that students exhibited "test anxiety" resulting in limited availability of support services being provided to students. Inconsistent implementation of the MVC 'Early Alert System' for Nursing Program.	Identify at-risk students and provide corresponding interventions – academic, test-taking skills, etc. Provide continual student support and ensure timely delivery of NCLEX Review workshops for students.	Currently implementing
Turnover in Nursing Program faculty and staff.	Improve faculty orientation and provide professional development initiatives in alignment with nursing program goals	Fall 2014
Inconsistent deployment of testing and evaluation measures due, in large part, to faculty and staff turnover. Students lack comfort taking computerized tests.	Utilize NCLEX test plan & test item blueprint. Develop standardized testing & implement remediation strategy resulting in individualized learning pathways for students. NCLEX Review Workshops for faculty	Currently implementing
Inconsistency in classroom, clinical instruction & evaluation measures due, in large part, to faculty and staff turnover.	Improve process for curriculum development.	Fall 2014
A need to streamline and systematically review Nursing Program Policies for admission, readmission, and course sequencing.	Review and revise admission policies	Fall 2014
A need to standardize the times for data collection (quarterly, bi-annually, etc.) and ensure that staff conduct a timely corresponding analysis and overall evaluation.	Implement testing & evaluation committee	Currently implementing

Will you please provide the status for each of these corrective as they are completed. Thank you very much.

Thank you again for the Self-Study Report documenting the status of the program in 2014. Best wishes for an exceptional academic year 2014-2015. If I can be of any assistance, please do not hesitate to contact me at [gayle.varnell@bon.texas.gov](mailto:gayle.varnell@bon.texas.gov) or 512-621-5179.

Sincerely,

A handwritten signature in cursive script that reads "Gayle P. Varnell".

Gayle P. Varnell, PhD, APRN, PNP-PC  
Nursing Consultant for Education



# Mountain View College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

December 10, 2014

Dear Dr. Varnell

Thank you for the information regarding the approval status of the Mountain View College Nursing program. While we are disappointed that we did not reach the 80% pass rate during this past year, we are optimistic about the future of the program. Over the past eight months, the Nursing program administration, faculty, and staff have implemented several innovations and improvements that have proven to be successful in programs at comparable peer institutions. Specifically, the program has implemented changes to the admissions criteria, added innovations to the curriculum, and increased academic support.

A thorough self-study of the program was conducted in an effort to identify reasons students were and were not successful within the program and when initially taking the NCLEX exam. The study consisted of a review of the admissions criteria, course success data, HESI and in-class exam results, course outcomes, faculty professional development as well as interviews with former students. The results of the self-study provided insight into barriers to student success as well as adjustments that could lead to significant improvements. Below is a bulleted list of changes/improvements that have been or are currently being implemented.

- **Test Taking:** Many of the former students reported anxiety when taking the NCLEX exam and a lack of familiarity with the format of the exam. To address this issue, the administrators and staff have implemented standardized testing on computer throughout the program. A computer lab is designated for the students' to take each course and final exam on the computer. This will decrease the students' anxiety level and will contribute to the students' comfort level. An item analysis is conducted after each exam to review and measure the results and assist in improvement initiatives. A testing and evaluation committee was organized to develop standardized testing initiatives and implemented a remediation strategy resulting in individualized learning pathways for students. Each exam is created according to the NCSBN testing blueprint. In addition, students are now required to attend a HESI review and take a HESI exam prior to leaving the program along with an associated review session.
- **Curriculum:** While we believe the curriculum is a strength, a review of national literature identified ATI as a best practice within nursing programs. Implemented this fall, students are now provided resources, individualized study plans, and practice exams throughout their tenure within the program. Measures are put in place and the curriculum is being designed and revised to reflect the new guidelines to decrease the current curriculum from 72 to 60 credit hours. The faculty and staff meet on a weekly basis to attain consistency in the classroom. The clinical evaluation tool and course instruction evaluation measures have been reviewed and revised to align with the course objectives and the program goals.





# Mountain View College

## DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

- **Admission Criteria:** A review of the HESI entrance exam data found that many students were not performing as expected on several items relating to leadership and soft skills. Therefore, an interview process as well as a writing sample is now a required part of the admissions process. These interviews and writing samples are designed to assess the students' communication/interpersonal skills as well as their leadership ability.
- **Academic Support:** The self-study also found that some students were struggling with the volume of content covered in courses. Therefore, several interventions have been implemented to provide students with additional support. The full-time instructors provide bi-weekly tutoring sessions for students. At-risk students are identified through our early alert system and strategies include advising, counseling, tutoring, and test-taking skills. In addition, we have budgeted for a specialized NCLEX tutor that will provide sessions beginning two months prior to the date of graduation.
- **Test Reviews:** A review of in-class exams found that students varied in content mastery. Therefore, the instructors now provide individualized reviews following each exam. This strategy enhanced the students learning of understanding the rationale of why the question was answered incorrectly and contribute to the student's comprehension level of the content. These reviews also provide instructors with the opportunity to emphasize test taking strategies and critical thinking skills.
- **Qualified Faculty/Staff:** As noted within the self-study, there has been significant turnover within the program. However, over the past year, several additional faculty members have been recruited based upon their expertise in specialized topics. In addition, an experienced skills lab instructor has been hired in an effort to expand services and provide additional expertise in the upgrading of technology and equipment.
- **Faculty Professional Development:** Improvement measures have been implemented and funds are available to provide new faculty with an in depth orientation and opportunities for professional development initiatives to align with the nursing program goals. Faculty is encouraged and have attended various professional development workshops and conferences to enhance teaching methodologies.

In summary, it is the goal of the MVC program to provide high-quality nurses from within the southern sector of Dallas County. Despite only being a few years in existence, the program has had a positive impact upon the community. During 2012-2013 academic year, 87.5% of the graduates passed the NCLEX when considering second and third attempts. All of these students are now employed within the medical field. We believe the improvements implemented over the past eight months will enable the current students to be successful on their initial examination and also move into employment opportunities.

Nursing is an important field that impacts many lives. We have an institution-wide commitment to providing the resources, facilities, and quality instruction needed for students to have long, successful careers.





# Mountain View College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

Sincerely,

*Katrina Walker*

Katrina Walker, MSN, RN  
Dean of Health Occupations/Nursing  
Mountain View College



# Mountain View College

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

Attention State Board of Nursing

The mission of Mountain View College is to empower people and transform communities. We take this mission very seriously and constantly work to identify the needs of the students, families, and industries of the Southwest Dallas County. The population of the MVC immediate service area is majority minority with 78% being African American or Hispanic. Approximately 28% have a high school diploma only and only 20% have a college degree. In addition, the area is also relatively young with the largest age group being between 0-17 years of age.

In examining the needs of this community as well as the surrounding industries, it became clear that there was a need to provide programs that could educate medical professionals for the hospitals and medical facilities within the southern sector of Dallas. Therefore, the college developed a plan to implement a Nursing program that will serve as the foundation for future programs such as Occupational Therapy Assistant and Certified Nursing Aides.

While it is disappointing that the Nursing Program's past two years have not yielded the desired results, Mountain View College is still committed to providing this program to the citizens of Southwest Dallas. In addition, we also believe the changes implemented by Dean Walker will lead to a stronger program that will graduate successful, qualified nurses.

Over the past eight months, there has been several noted best practices implemented. The curriculum has been strengthened through the integration of the ATI program. Several new faculty members have been recruited and hired, and key positions have been upgraded to provide more flexibility in helping students. In addition, due to findings from a self-study, the college have invested in additional academic support through faculty-based tutoring and structured study sessions by professional nurses with NCLEX expertise.

Serving the community is the most important function of any community college. The Nursing Program is an important part of achieving this purpose. Therefore, I want to express MVC's commitment to providing the resources and support to enable students to become successful nursing professionals.

Sincerely,

Quentin Wright, Ed.D.  
Vice President of Academic Affairs  
[qwright@dcccd.edu](mailto:qwright@dcccd.edu)  
214-860-3625

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
Mountain View College  
Associate Degree Nursing Education Program  
Dallas, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 22, 2015, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Mountain View College Associate Degree Nursing Education Program in Dallas, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 215, based upon the NCLEX-RN® examination pass rate for 2014, information in the 2014 Self-Study Report, and compliance with Rule 215.

Representatives from Mountain View College in Dallas, Texas discussed the change in approval status during a conference call with Board Staff and was offered the opportunity to provide a written response for the Board's consideration. After review and due consideration of the materials presented by Staff and filed by, Mountain View College in Dallas, Texas, the Board hereby CHANGES the approval status of Mountain View College Associate Degree Nursing Education Program in Dallas, Texas from INITIAL APPROVAL to INITIAL APPROVAL WITH WARNING and imposes the following conditions and requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2015.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2014 Self-Study Report is to be submitted by the program to Board Staff no later than June 1, 2015, per Education Guideline 3.2.1.a.

Entered this 22<sup>nd</sup> day of January, 2015

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Katherine A. Thomas, MN, RN, FAAN  
Executive Director  
On Behalf of the Texas Board of Nursing