

**Consideration of Change in Approval Status
From Initial Approval to Initial Approval with Warning
Vocational Nursing Institute, Inc. in Houston, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the proposed change in approval status for the Vocational Nursing Institute, Inc. (VNI) Vocational Nursing (VN) Education Program in Houston, Texas, from Initial Approval to Initial Approval with Warning based upon the 2015 NCLEX-PN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 214.

Historical Perspective:

- The VNI VN Program was approved at the April 2012 Board meeting and enrolled the first cohort of students in September 2012.
- Kimberley Kelly, MSN, RN was approved to serve as Program Director in December 2015 and meets all requirements of Board Rule 214.6.
- The NCLEX-PN® examination pass rates for the past two (2) years are included in the table below:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2015	Initial	50%	3/6
2014	Initial	20% (Self-Study Report)	2/5
2013	New Program		

- Due to the 2014 NCLEX-PN® examination pass rate of 20%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2015 that would evaluate factors that may have contributed to the graduates' performance on the NCLEX-PN® examination and a description of the corrective measures to be implemented.
- The Education Consultants conducted a conference call with the Program Director and faculty members on June 3, 2015, to discuss the process of developing the SSR. A comprehensive, in-depth SSR was received in the Board office on August 4, 2015.
- The Program Director and faculty members identified multiple issues in the SSR that may have contributed to the NCLEX-PN® pass rate falling below 80%, and the need for the following corrective measures, including:

- Earlier intervention and remediation;
 - Post-graduate NCLEX preparation;
 - Increased alignment of didactic content and clinical learning experiences;
 - Ongoing faculty development; and
 - Integration of more nursing skills lab activities.
- The VNI VN Program has provided a response letter to be included with the Board report (See Attachment #1).

Rationale for Recommendations:

Rule 214.4(c)(3)(A) states: “A warning may be issued to a program when the pass rate of first-time NCLEX-PN® candidates ... is less than 80% for two (2) consecutive years...”

The Education Guideline for writing a Self-Study Report requires that “The effects of the corrective measures should be evaluated as a part of the Total Program Evaluation Plan”.

Staff Recommendation:

Move to change the approval status for the Vocational Nursing Institute, Inc. Vocational Nursing Education Program in Houston, Texas, from Initial Approval to Initial Approval with Warning based upon the 2015 NCLEX-PN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 214 (See Attachment #2).

March 31, 2016

Dr. Virginia Ayars
Texas Board of Nursing
333 Guadalupe Street, Suite 3-460
Austin, Texas 78701

RE: NCLEX-PN Improvement

Dr. Ayars,

The Vocational Nursing Institute, Inc. (VNI) is dedicated to and has been working very hard to improve its NCLEX-PN pass rates and plans to continue to do so and meet the 80% Texas Board of Nursing requirements this year. The faculty and management team at VNI has been implementing the self-study corrective action items as submitted in the self-study report submitted to you and the TBON August 3, 2015. We are happy to share during the past quarter 10/1/15-12/31/15 the rate went up to 60%. The Vocational Nursing Program Director and faculty members began implementing the self-study areas for improvement in August and have continued to stay focused on this task ongoing. The self-study identified several areas for improvement and the school has revised its curriculum to incorporate feedback from previous students, analysis of their “near passing” areas on the exam, and surveys completed by the students. The school has implemented increased faculty meetings, training activities, and electronic health records (EHR) for the students to gain entry level competency in EHR by graduation. In addition, the Program Director and faculty are diligently working to ensure all corrective measures are implemented, monitored, revised, and updated ongoing. The faculty members are scheduling lab activities and simulation activities and consistency in grading and rubrics have been implemented. The school has implemented in its curriculum at an earlier time those areas which seemed problematic on the NCLEX-PN exam such as laboratory values in Semester I and Clinical I with specialized clinical packets developed to help students begin learning and studying these areas very early in the curriculum.

The school changed its clinical schedule to Tuesday and Thursday and incorporated clinical with didactic. Additional clinical hours have been incorporated in Semester I and II versus lab hours. The ordering of classes was discussed and considered based upon student and faculty feedback and changes were made as appropriate. The program eliminated extra credit and/or bonus type activities which might help a student to pass a course not based upon core content. A late policy

was implemented and has been firmly implemented this cohort. The school is using Kaplan for integrated testing and would like to implement ATI this next upcoming cohort.

The Program Director is working with the faculty members on teaching styles and methods to ensure content is being presented and understood by the students. The Program Director has continued to work on her Doctorate and one faculty member has been working on her Masters degree in education since late last spring to help bolster the educational preparedness of its staff. The school is assigning mentors to new faculty members and has revised its orientation program to be more in depth, with greater oversight, and support to the incoming faculty member(s). The faculty and Program Director have worked to revise each syllabus which are more detailed and increase the expectations of the students related to content knowledge, critical thinking, and achievement of the objectives for each course.

Progress by Cohort

The school has shown continued progress by cohort. The 2014 cohort had a 20% pass rate for first time test takers, 2015 50% pass rate for first time test takers, and most recent quarter 60% pass rate. Currently we have had three students test since January 1, 2016 and all three have passed. One student was an initial tester and two were previous students who had failed on the first test.

Contributing Factors

The school did have one student who was unable to take her initial exam due to an issue the school was unaware of and the student did not divulge while enrolled. This created a lag time of over 12 months for the student to take her initial NCLEX-PN which she did not pass. We did find out today that she retook the test and passed it 3/29/16.

The students working and the number of hours that they are working is a factor in the student's success not only in the program but in the NCLEX success as well. In our most recent cohort, those students who did not work passed the NCLEX-PN the first time and the two who were working did not pass the NCLEX-PN on the first try. The school has recently been approved for Title IV funding which should help alleviate the number of hours the student must work in order to attend school full-time and successfully meet their outside financial obligations and has a full-time financial aid counselor now to assist students in this area.

In conclusion, the Program Director and faculty are identifying those students who are at risk and have implemented a remediation plan to work with those students who are not achieving 74.5% on quizzes, exams, or homework, who are absent more than one class in a given course, and who are not responding appropriately in class discussions. The school is holding two NCLEX-PN reviews for the students, one with Kaplan which is two days and one with an outside reviewer which is an additional two days. The scheduling of these reviews has been modified to cover a 45 span of time starting with this cohort to better prepare them for the NCLEX-PN exam post

graduation. Thank you for the opportunity to respond to the Board of Nursing and its concerns, participate in the conference call and submit the self-study report.

Sincerely,

Kimberley Kelly MSN, BSN, RN

Kimberley Kelly MSN BSN RN
School Director/VN Program Director

DRAFT LETTER

April 21, 2016

Kimberley Kelly, MSN, RN, Director
Vocational Nursing Education Program
The Vocational Nursing Institute, Inc.
11201 Steeple Park Drive
Houston, TX 77065

Dear Ms. Kelly:

At the April 21-22, 2016 meeting, members of the Texas Board of Nursing (Board) discussed the approval status of the Vocational Nursing Institute, Inc. Vocational Nursing Education Program in Houston, Texas, based upon the 2015 NCLEX-PN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 214.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of the Vocational Nursing Institute, Inc. Vocational Nursing Education Program in Houston, 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 offer assistance, please contact Board Staff at Virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

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

Copy: Texas Workforce Commission

BEFORE THE TEXAS BOARD OF NURSING

ORDER OF THE BOARD

In the Matter of
The Vocational Nursing Institute, Inc.
Vocational Nursing Education Program
Houston, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 21, 2016, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the Vocational Nursing Institute, Inc. Vocational Nursing Education Program in Houston, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon the 2015 NCLEX-PN® examination pass rate, findings in the 2015 Self-Study Report, and compliance with Rule 214.

After review and due consideration of the filed materials, as well as the presentation by representatives from the Vocational Nursing Institute, Inc. in Houston, Texas, and other interested parties, if any, the Board hereby CHANGES the approval status of the Vocational Nursing Institute, Inc. Vocational Nursing Education Program in Houston, Texas from INITIAL APPROVAL to INITIAL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 214.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2016.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2015 Self-Study Report is to be submitted by the program to Board Staff no later than September 1, 2016, per Education Guideline 3.2.1.a.

Entered this 21st day of April, 2016

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