

**Report of Survey Visit to
Grayson College in Van Alstyne, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the report of the March 6-7, 2018 survey visit to Grayson College Vocational Nursing (VN) Education Program in Van Alstyne, Texas. This routine six-year survey visit was conducted by Education Consultant Susan Lee, PhD, RN, CNE. The previous survey visit was conducted in July 2012.

Historical Perspective:

- The Grayson County Community College opened in 1965. The main campus and west extension are located mid-way between Sherman and McKinney, Texas. In 2012, the official name was changed to Grayson College. In addition to the VN Education Program, the Health Sciences department includes: Dental Assisting, Emergency Medical Services (EMT)/Paramedic; Kinesiology/Exercise Science, Medical Laboratory Technology; Associate Degree Nursing (ADN); and Radiologic Technology programs. Grayson College is licensed or accredited by Southern Association of Colleges and Schools (SACS), Texas Higher Education Coordinating Board (THECB), and Texas Workforce Commission (TWC).
- The Grayson College South Campus, located in Van Alstyne, TX, opened in May 2004, providing classrooms and laboratory space for the VN Education Program. In 2011, the South Campus Technical Center opened, which houses the Welding Technology, Electrical Technology, and Medical Laboratory Technology Programs.
- The VN program has been in existence since the college opened in 1965. Initially, enrollment was 20-30 students, but enrollment has continued to increase as the local healthcare needs have grown. When the program moved to the Van Alstyne campus, enrollment capacity increased to 80 students.
- Mika R. Pierce, RN, MSN became the Department Chair of the VN Education Program in 2016.

- The NCLEX-PN® examination pass rates for the past five years are provided in the following table:

NCLEX Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2017	Full	88.89%	40/45
2016	Full	84.85%	56/66
2015	Full	93.55%	58/62
2014	Full	88.24%	60/68
2013	Full	98.08%	51/52

Summary of Survey Findings (See Attachment #1):

Positive Aspects of Survey Visit:

- Mika R. Pierce, RN, MSN, Program Director of the VN Education Program, has overseen the VN program since 2016. She does not carry a teaching load. Ms. Pierce, who has been a nurse for 18 years, is experienced in clinical documentation, clinical research, behavioral health, intensive care, case management, and the operating room. She has taught in Bachelor of Science in Nursing (BSN) and ADN Education Programs. Administration expressed support for the VN program and acknowledged it fulfills a need for VNs in the community.
- Students interviewed said they chose this program as the program has high NCLEX-PN® pass rates, it is affordable, and graduates are respected in healthcare facilities. Clinical learning experiences are faculty-supervised in a 1:7-10 ratio of faculty to students with hands-on direct-patient care in clinical settings and in simulation and skills lab activities. Preceptors are not used. All clinical sites are located within Grayson County.
- The program has a variety of active contracts with clinical affiliating agencies that provide clinical learning experiences.
- VN graduates are able to obtain employment in the local and surrounding areas including urgent care clinics, home health, long-term care facilities, and in rehabilitation.

Concerns of Survey Visit:

- Test blueprints in the first semester include up to 40% of items at lower cognitive levels (knowledge and understanding) in the domains of Bloom's taxonomy.

Staff Rationale for Recommendation #1:

During the survey visit, Board Staff noted test blueprints include up to 40% of items in the first semester of lower cognitive levels (knowledge and understanding). Cognitive levels on exams

need to be in the upper domains of Bloom's taxonomy (i.e. analysis, synthesis, and evaluation) to measure clinical decision-making and critical thinking skills. The NCLEX® test plan is based on the upper cognitive levels of Bloom's taxonomy.

Recommendation #1:

The program is encouraged to develop exams and blueprints across the curriculum noting cognitive levels using the upper domains of Bloom's taxonomy and provide sample blueprints and examples of first semester test items to Board Staff no later than October 1, 2018.

Staff Recommendation:

Move to accept the report of the March 6-7, 2018 survey visit to Grayson College Vocational Nursing (VN) Education Program in Van Alstyne, Texas and issue the recommendation in the attached letter (see Attachment #2).

**Summary of Survey Visit to
Grayson College in Van Alstyne, Texas
Vocational Nursing Education Program**

Purpose of Survey Visit: The survey visit was conducted as a routine survey visit.

Date of Visit: March 6-7, 2018

Board Staff Conducting Survey Visit: Susan Lee, PhD, RN, CNE, Education Consultant

Program Evaluator met with:

- Jeremy P. McMillen, Ed.D, President
- Dava Washburn, PhD, Vice President of Instruction
- Kimberly A. Williams, Ed.D., Dean, South Campus
- Joanna Barnes, MSN, RN, Dean of Health Science
- Mika R. Pierce, RN, MSN, Director VN Education Program
- Lisa Fair, BSN, RN, VN Program Faculty
- Amanda Green, ADN, RN, VN Program Faculty
- Vickie Ramsey, ADN, RN, VN Program Faculty
- Beverly Bemis, ADN, RN, VN Program Adjunct Faculty
- Debbie Paveloff, ADN, RN, VN Program Adjunct Faculty
- 48 Vocational Nursing Students

Program Evaluator:

- held initial conference with President and administration;
- reviewed the curriculum and all syllabi;
- reviewed the Student Handbook, Faculty Handbook and Academic Catalog;
- reviewed the clinical evaluation tools and available clinical affiliation agreements;
- reviewed organizational chart and minutes of faculty meetings;
- reviewed 2017 Nursing Education Program Information Survey (NEPIS) and faculty profile;
- reviewed faculty and student files;
- reviewed Total Program Evaluation (TPE) Plan and data;
- toured program facilities;
- observed a class in session; and
- conducted exit interview with administrators, provost, and faculty.

Summary of Findings:

Administration and Organization:

- Administration indicated the nursing program fulfills a need in the local and surrounding community and has comparable status to other education units in the college.

- The VN program in Van Alstyne is included in the Grayson College Organization Chart as part of Health Sciences, along with Dental Assisting, Emergency Medical Services (EMT)/Paramedic; Kinesiology/Exercise Science, Medical Laboratory Technology; Associate Degree Nursing; and Radiologic Technology programs.
- Mika R. Pierce, RN, MSN, Program Director of the VN Education Program, has overseen the VN program since 2016. She does not carry a teaching load. Ms. Pierce, who has been a nurse for 18 years, is experienced in clinical documentation, clinical research, behavioral health, intensive care, case management, and the operating room. She has taught in BSN and ADN Education Programs.

Program of Study:

- The 46 credit hour, 12-month program of study is designed to be full-time and can be completed in three regular semesters: Fall, Spring, and Summer. While most of the classes are offered face-to-face, pharmacology and mental health nursing courses are offered online.
- The program of study includes all Board required content.
- The didactic instruction correlates to clinical and lab learning activities.
- *The Differentiated Essential Competencies (DECS)* (2010) are incorporated into the curriculum as evidenced in the syllabi.
- Teaching occurs in weekday face-to-face delivery, which includes lectures with PowerPoints, class discussions, case studies, individual presentations, videos, clinical assignments, and care plans. For clinical, skills and simulation labs, methods of instruction include: faculty demonstrations; faculty-supervised practice sessions; skills check-offs; written evaluations; debriefing; and patient care assignments in the clinical learning facilities.
- Students expressed that they are satisfied with the instruction and shared that the faculty are available and helpful.
- Test blueprints in the first semester include up to 40% of items at the lower cognitive levels (knowledge and understanding) in the domains of Bloom's taxonomy.
- For examinations, students are proctored while they take faculty-created computerized exams in the testing center and in the skills lab.

Faculty:

- Four full-time and two adjunct faculty teach in the VN program on the Van Alstyne campus. At the time of the survey visit, there was one full-time and no adjunct faculty vacancies.
- Faculty are comprised of experienced nurses in the area of teaching who have been at Grayson College between two and 20 years. Three of the five interviewed faculty are graduates of the Grayson ADN Education Program. Faculty are diverse in content expertise and clinical backgrounds.
- VN faculty teach an average of three credit hours plus clinical, simulation, and lab sections. Load hours include supervising students in theory, lab, and clinical learning experiences; tutoring; advising; remediation; course or exam preparation; and committee work.

- Written policies regarding faculty include: orientation; nursing program committee participation; faculty development; faculty evaluation; and faculty workload.
- Faculty development includes orientation for new faculty with an assigned mentor.
- Five faculty members were available for the interview.
- Faculty policies are in place per BON requirement.
- Faculty meetings are held once a semester and as needed. Minutes document faculty decision-making and agreement on issues and policies.
- Evaluation methods include student evaluations of instruction after each course, self-evaluations; and annual administrative evaluations of faculty.

Students:

- In August 2017, 64 students were admitted from an applicant pool of 65 qualified candidates. The cohort currently consists of 54 students. Admissions are based on rank requirements and a point system. In July 2017, 44 students graduated from the VN program out of an original cohort of 65 students.
- Forty-eight students were available for the interview. The majority of the students interviewed indicated they plan to continue their education to obtain an ADN. The students shared they plan to stay in the community after graduation, indicating they hope to obtain employment in urgent care clinics, long-term care facilities, and acute care hospitals.
- Students interviewed said they chose this program as the program has high NCLEX-PN® pass rates, it is affordable, and previous graduates are respected in healthcare facilities.
- Students cited challenges as travel distance; family and health issues; and employment.
- Student policies are well-defined, written, and available to students, and include attendance; dress code; admission/readmission; progression; graduation; and withdrawal. Information is also available in the Student Handbook regarding student evaluations of courses and professors; NCLEX-PN licensure eligibility; and criminal background checks are also available to students.
- Students are able to participate in the Vocational Nursing Student Association (VNSA). The students elect officers. Faculty mentors share issues during faculty meetings.

Clinical Learning Experiences:

- The program has active clinical contracts with five affiliating agencies (e.g. acute care, long-term care, rehabilitation, Veterans Administration) that provide a variety of clinical learning experiences to meet the objectives and outcomes of the curriculum. All partner medical facilities for clinical learning experiences are located within Grayson County.
- The skills lab is equipped with eight medium-fidelity adult mannequins; three toddler mannequins; three infant mannequins; one OB mannequin; task trainers; medical models; simulated oxygen and suction; eight hospital beds; two medication dispensers with Pyxis; and hot and cold running water. IV therapy is taught as part of the skills lab. The faculty indicated there are sufficient supplies.
- Faculty provides supervision during all clinical learning experiences and maintains BON required ratios with one faculty to seven to ten students for clinical and simulation activities. Clinical preceptors are not used.

- Clinical learning experiences correlate with didactic content.
- Criteria for selecting clinical agencies are well-defined.
- Evaluation tools include formative and summative evaluations throughout the program for both didactic and clinical courses. These are progressive, based upon course content, and incorporate the DEC's, as reflected in the syllabi.

Facilities, Resources, and Services:

- Facilities and services on the Van Alstyne campus include a computer lab/testing center/library; personal guidance from counselors and faculty; restrooms; faculty and student lounges; and study areas. Students have 24-hour access to online resources.
- The library offers current learning resources, including EBSCO; GALE; Medline; PubMed; and scholarly peer-reviewed books and journals.
- There is ample, open parking available adjacent to the program building.
- The program director and full-time faculty have furnished, private offices. There is a conference room available for student or faculty conferences as needed.
- The VN program classroom and the eight-bed nursing skills laboratories are spacious and equipped. One mannequin and task trainer models are available for instructional purposes in the classroom.
- A shared program assistant provides secretarial support to the VN program.
- Ms. Pierce indicated that resources are adequate to meet teaching needs.

Records and Reports:

- Faculty files provide verification of licensure; curricula vitae; employment contract; evaluations; immunization records; official transcripts, and certifications.
- Student files include applications; acceptance letter; signed acknowledgement forms (i.e. Student Handbook, orientation, release forms, confidentiality); clearance of criminal background checks; transcripts; certifications; immunizations; and advising.
- The budget includes faculty salaries; travel; and daily operations expenses.
- The program has a Total Program Evaluation (TPE) Plan, which includes organization and administration of program; philosophy/mission and objectives/outcomes; program of study, curriculum, and instructional techniques; educational facilities, resources, and services; affiliating agencies and clinical learning experiences; students' achievement; graduates' performance on the licensure exam; graduates' nursing competence; faculty member's performance; and extension programs.
- The faculty meet for curriculum development, implementation, and evaluation; develop and implement program policies; program evaluation and revision; and to evaluate clinical affiliates. Minutes document faculty participation.
- Student files contain all documents required by Rule 214.
- Clinical affiliation agreements are current.
- Files are locked and stored in a secure area as required in Rule 214.

DRAFT LETTER

April 19, 2018

Mika R. Pierce, RN, MSN, Program Director
Vocational Nursing Education Program
Grayson College
1455 W. Van Alstyne Parkway
Van Alstyne, TX 75495

Dear Ms. Pierce:

At the April 19, 2018 meeting, members of the Texas Board of Nursing (Board) considered the report of the March 6-7, 2018 survey visit to Grayson College Vocational Nursing Education Program in Van Alstyne, Texas. It was the decision of the Board to accept the report of the March 6-7, 2018 survey visit to Grayson College Vocational Nursing (VN) Education Program in Van Alstyne, Texas and impose the following recommendation.

Recommendation:

1. Recommendation #1:

The program is encouraged to develop exams and blueprints across the curriculum noting cognitive levels using the upper domains of Bloom's taxonomy and provide sample blueprints and examples of first semester test items to Board Staff no later than October 1, 2018.

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, please contact Board Staff at susan.lee@bon.texas.gov or 512-463-4631.

Sincerely,

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

copy: Joanna Barnes, MSN, RN, Chair of Health Sciences