

**Consideration of Change in Approval Status  
From Initial Approval to Initial Approval with Warning  
St. Philip's College in San Antonio, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for St. Philip's College Associate Degree Nursing (ADN), in San Antonio, Texas from Initial Approval to Initial Approval with Warning based upon the 2018 NCLEX-RN® examination pass rate, findings in the 2018 Self-Study Report, and areas for improvement to align with Rule 215.

**Historical Perspective:**

- The ADN Program at St. Philip's College in San Antonio, Texas was approved by the Board at the July 2016 meeting. St. Philip's College requested to start this program several years after a previous ADN program closed in 2010.
- St. Philip's College also offers two vocational nursing (VN) education programs at two sites that date back to 1949 for the San Antonio site and 1984 for the New Braunfels site.
- Melissa Arthur, MSN, RN, was the author of the new program proposal and serves as Program Director for the ADN program.
- 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>
2018	Initial	73.08%	19/26
2017	Initial	62.50%	5/8

- Due to the 2017 NCLEX-RN® examination pass rate of 62.50%, the Program Director and faculty were required to submit a Self-Study Report (SSR) that would evaluate 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 faculty identified factors in the SSR that may have contributed to the decline in the pass rate and designed corrective measures to be implemented that included:
  - Increasing the required TEAS score in the admission process;
  - Reviewing and revising policies to align with Rule 215;
  - Providing additional faculty development in the use of the concept-based curriculum;
  - Using standardized examinations more effectively for remediation;
  - Ensuring that no grade inflation occurs; and
  - Encouraging students to take the NCLEX examination soon after graduation.

- The Program Director requested a conference call on October 22, 2018, between Board Staff, program faculty, and administration at St. Philip's to discuss the situation.
- The program has provided a response to the Board with updates in evaluating their corrective measures (See Attachment #1).

**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 years..." An NCLEX examination pass rate below 80% usually indicates areas of weakness where improvements are needed. The 2018 NCLEX-RN® examination pass rate is 73.08% (19/26).

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." Careful monitoring and guidance may facilitate a positive change in program outcomes.

**Staff Recommendation:**

Move to change the approval status for the St. Philip's College Associate Degree Nursing Education Program in San Antonio, Texas from Initial Approval to Initial Approval with Warning based upon the 2018 NCLEX-RN® examination pass rate, findings in the 2018 Self-Study Report, and areas for improvement to align with Rule 215, and impose the conditions and requirements in the attached letter and Board Order (See Attachment #2).



December 13, 2018

Dr. Janice Hooper  
Nursing Consultant for Education  
Texas Board of Nursing  
333 Guadalupe St. Ste 3-460  
Austin, TX 78701

In response to Order of Board, this letter serves as an evaluation of the effectiveness of the corrective measures outlined in the 2018 self-study submitted by St. Philip's College LVN/Military to RN Program to Board staff. I am grateful for the opportunity to provide an overview of the improvements made within the St. Philip's LVN/Military to RN Nursing program and the evaluation of those changes since the submission of our self-study in April 2018.

The past two years, the NCLEX pass rates are as follows:

- 2017 62.5% (5/8)
- 2018 73.0 (19/26)  
=10.58% increase

There is a significant increase of 10.58% in the NCLEX pass rate is displayed from 2017 to 2018 due to the changes implemented before and during the time of the self-study submission in April 2018. However, the overall goal is to meet and exceed the Board of Nursing expectation of 80% or higher for the first-time NCLEX test takers.

### ADMISSION CRITERIA

#### Corrective Measures:

- Increasing the admission GPA for LVN theory courses to 3.0 (GPA for pre-requisites stayed at 3.0)
- Adding LVN work experience at a minimum of six (6) months as a mandatory requirement for entry
- Requiring one (1) letter of recommendation by previous faculty
- Posting a curricula vitae to verify past employment and record

In admission of the previous cohort of students, work experience was not considered; based on view other institutions this change will be made in the admission of future students. In addition, the requirement of providing a curricula vitae to certify work experience will be included in the application process. The change of the LVN theory course will reflect the student nursing knowledge instead of focusing on the prerequisite courses.

Effectiveness:

Policy #	Policy Title
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The corrective measures were implemented in fall 2018. We cannot determine at this time the effectiveness until the students sit for the NCLEX exam next year in 2019.

CURRICULUM

Corrective Measures

- Review of the curriculum is continuous and based on the needs of the students as evidenced by standardized testing outcomes.
- Realizing that faculty and students demonstrate a higher knowledge level in using ATI product influenced the change from HESI to ATI. The current cohort of students is using ATI. We have begun incorporating ATI within each course, increasing ATI hours in theory courses, and requiring completion of ATI assignments outside of the classroom. This allows for students to facilitate their learning experiences. As a part of ATI, students will have their comprehensive ATI exams scored and counted as a portion of the course grades.
- Additionally, the use of evaluation strategies of learning such as “pop-quiz” are administered to determine the reading comprehension of material assigned and allowed the students to become more active learners.
- Incorporating new textbooks that are the latest concept-based curriculum from Pearson that has an online component called my Nursing lab with NCLEX practice questions available to them. The current students have provided positive feedback.
- Faculty also included community projects with community hours to be served.

Effectiveness:

The use of ATI across the curriculum is beneficial. The final comprehensive exam for the July 2018 cohort, showed students were 87% to 99% ready to take and pass the NCLEX exam.

Changes made to the curriculum due to results from standardized examinations included:

- Students who do not make an 80% on their tests have to complete mandatory remediation as a group or individually.
- Mentors assigned to students, so they can discuss issues or problems they have to ensure success in the program.

POLICIES

Corrective Measures

- The policies revisions are current to reflect and align with Board Rule 215. Incorporated into the policies is the input and feedback of the faculty members.

3	Students & Nursing Faculty Handbooks
4	Admission
6	Withdrawal
7	Attendance
8	Medication Administration Test
9	Clinical Pharmacology Remediation
10	Exam Control and Management
12	Academic and Nonacademic
23	Accidental Exposure Policy
24	Faculty Clearance Policy
25	Inter-Rater Reliability
26	Program Director
28	Mentorship

### Effectiveness

Vital to the program is the enforcement of the policies across the board from students, faculty and administration. Adhering to policies directly related to the LVN/Military to RN program will provide organization and structure to the program.

### **Additional Measures:**

#### PROGRAM MEETINGS

In order to provide a transparent line of communication, weekly meeting have be held with faculty and staff to review the total program evaluation, and to receive feedback and input related to decisions of the program.

#### PROFESSIONAL DEVELOPMENT

In order to support the life-long learning aspects of the program director and faculty of the nursing department, organized are several learning opportunity for the next semester (spring 2019).

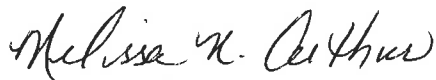
- Overview of curriculum development process for traditional or concept- based curriculum
- NCLEX- style item writing and analysis
- Active learning strategies for the traditional or concept- based classroom
- Preparing for the Certified Nurse Educator (CNE) Examination Workshop
- Orientation to stimulation method that support development of a Candidacy Presentation/Application or Accreditation Self- Study- ACEN

## NCLEX TEST PREP REVIEW

In order to increase the chances of student success of passing the NCLEX on their first attempt student will be provided additional NCLEX preparation material. Currently student are provided a three-day live NCLEX review through ATI. In addition to this, as a part of the Under 70 NSRP the students will be provided an additional 3-day live NCLEX review provided by Hurst. Providing the NCLEX preparation information during the second and third semester will increase student retention of information.

In closing, we will continue to strive to make changes of improvements for our program. We are looking forward to having the opportunity to meeting with you Dr. Hooper. We are confident that the changes made will increase the success rate of our NCLEX pass rate.

Sincerely,



Melissa N. Arthur MSN, Ed., RN  
LVN/Military to RN Nursing Program Director  
St. Philip's College  
1801 Martin Luther King  
San Antonio, TX 78203

Draft Letter

January 28, 2019

Melissa Arthur, MSN, RN, Director  
Associate Degree Nursing Education Program  
St. Philip's College  
1810 Martin Luther King Drive  
San Antonio, TX 78203

Dear Ms. Arthur:

At the January 24-25, 2019 meeting, members of the Texas Board of Nursing (BON) discussed the approval status for the St. Philip's College Associate Degree Nursing Education Program in San Antonio, Texas, based upon the 2018 NCLEX-RN® examination pass rate, findings in the 2018 Self-Study Report, and areas for improvement to align with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status for the St. Philip's College Associate Degree Nursing Education Program in San Antonio, 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 [Janice.hooper@bon.texas.gov](mailto:Janice.hooper@bon.texas.gov) or 512-305-6814.

Sincerely,

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

Copy: Dr. Adena Williams Loston, President

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
St. Philip's College  
Associate Degree Nursing Education Program  
In San Antonio, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 24, 2019, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the approval status of the St. Philip's College Associate Degree Nursing Education Program in San Antonio, 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 2018, findings in the 2018 Self-Study Report, and areas for improvement to align with Rule 215.

After review and due consideration of the materials presented by Staff and filed by the St. Philip's College Associate Degree Nursing Education Program in San Antonio, Texas, the Board hereby CHANGES the approval status for the St. Philip's College Associate Degree Nursing Education Program in San Antonio, Texas from INITIAL APPROVAL to INITIAL APPROVAL WITH WARNING and imposes the following conditions/requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2019.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2018 Self-Study Report is to be submitted by the program to Board Staff no later than April 1, 2019, per Education Guideline 3.2.1.a.

Entered this 24th day of January, 2019

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