Report of Survey Visit
Schreiner University in Kerrville, Texas
Vocational Nursing Education Program

Summary of Request:
Consider the report of the April 2, 2019, routine survey visit to the Schreiner University Vocational Nursing (VN) Education Program in Kerrville, Texas (See Attachment #1).

Historical Perspective:
- Schreiner University, established in 1917 as Schreiner Institute, is a private liberal arts institution located in Kerrville, Texas. In 2001, the name of the university was changed to its current designation.
- Schreiner University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award masters, baccalaureate, and associate degrees.
- The university has operated a VN Program since 1973 and a Baccalaureate Degree Nursing Program since 2018. The VN Program is the sole certificate level program offered by the university.
- Loretta Moreno, MSN, RN, was approved to serve as VN Program Director in July 2012 and meets all requirements of Board Rule 214.6.
- The NCLEX-PN® examination pass rates for the past five years are included in the table below:

<table>
<thead>
<tr>
<th>Examination Year</th>
<th>BON Approval Status</th>
<th>NCLEX-PN® Examination Pass Rate</th>
<th>Number of First Time Candidates (Passed/Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>Full</td>
<td>77.78%</td>
<td>14/18</td>
</tr>
<tr>
<td>2017</td>
<td>Full with Warning</td>
<td>93.33%</td>
<td>14/15</td>
</tr>
<tr>
<td>2016</td>
<td>Full</td>
<td>65.22%</td>
<td>15/23</td>
</tr>
<tr>
<td>2015</td>
<td>Full</td>
<td>73.68%</td>
<td>14/19</td>
</tr>
<tr>
<td>2014</td>
<td>Full</td>
<td>92.59%</td>
<td>25/27</td>
</tr>
</tbody>
</table>

- Due to the 2015 NCLEX-PN® examination pass rate of 73.68%, the Program Director and faculty were required to submit a Self-Study Report (SSR) by July 15, 2017, 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. Based on the findings of the SSR, the following changes were realized:

- Enhanced recruitment efforts to have a more highly qualified applicant pool;
- An elevated passing standard of 75% for all elements of each course;
- An expanded use of computerized NCLEX-PN® style exam questions;
- A higher passing standard on clinical evaluation tools;
- A critical evaluation of the readmission policy; and
- The use of the “flipping the classroom” method of instruction.

- Although the 2016 NCLEX-PN® is 65.22%, the identified corrective measures were initiated and are reflected in the 2017 NCLEX-PN® pass rate of 93.33%.
- The April 2, 2019, survey visit was conducted by Education Consultants Virginia D. Ayars, EdD, MS, RN, CNE, and Ann Amaefule, MSN, RN.
- Due to the 2018 NCLEX-PN® pass rate of 77.78%, the Program Director and faculty are required to submit a SSR by July 15, 2019.

Summary of Survey Findings:
- Findings from the survey visit indicate two areas of concern for the program, the need for clerical and administrative assistant for the VN Program Director and a policy documenting a mechanism for student input into the program operation.

Pros and Cons from Survey Visit:
Pros:
- The program has strong administrative support.
- The Program Director is an accomplished nurse educator and an experienced nursing program administrator.
- The students interviewed felt that the program is rigorous and well-organized. Course objectives are clearly stated and faculty are readily available and encourage critical thinking.
- The program has exemplary clinical learning experiences for VN students subsequent to the director’s and faculty members’ efforts to establish and maintain successful relationships with their clinical partners.
- Students expressed confidence that the VN Program Director and faculty are committed to student success.
- The VN Program has broad-based community support, fulfills a need in the Hill Country area, and graduates obtain employment in local hospitals and clinics.

Cons:
- The VN Program Director does not have sufficient secretarial and clerical assistance.
- Students are unaware of a mechanism for student input into the development of program policies and procedures of student governance opportunities.

Staff Rationale for Recommendation from Survey Visit:
Board Staff have provided rationale for the recommendation resulting from the survey visit below:
Staff Rationale for Recommendation from Survey Visit:
Rule 214.11(c) sets forth “The director/coordinator and faculty shall have adequate secretarial and clerical assistance to meet the needs of the program.”
During the survey visit, the Program Director and faculty stated that the Program Director completes all secretarial and clerical duties for the program. When questioned, the Program Director agreed that she does need designated secretarial and clerical assistance.

Recommendation from Survey Visit:
The Administration is encouraged to employ a designated secretarial and clerical assistant to meet the VN Education Program needs. A response to this recommendation shall be provided to Board Staff no later than September 1, 2019.

Staff Rationale for Requirement from Survey Visit:
Rule 214.8(i) “Students shall have mechanisms for input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness.”

During interviews with students, the VN students stated that they were unaware of any mechanisms for student input into the development of program policies and procedures or student governance opportunities.

Requirement from Survey Visit:
The Program Director shall submit to Board Staff evidence of policies documenting mechanisms for student input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness no later than September 1, 2019.

Staff Recommendation:
Move to accept the report of findings of the April 2, 2019, survey visit to the Schreiner University Vocational Nursing Education Program in Kerrville, Texas, as indicated in the attached letter and Board Order (See Attachment #2).
Summary of Survey Visit
Schreiner University in Kerrville, Texas
Vocational Nursing Education Program

Purpose of Survey visit: Routine survey visit

Date of Visit: April 2, 2019

Board Staff Conducting Visit: Education Consultants Virginia D. Ayars, EdD, MS, RN, CNE, and Ann Amaefule, MSN, RN.

Program Evaluators met with:
- Dr. Charlie McCormick, President;
- Dr. Diana Comuzzie, Provost/Vice President Academic Affairs;
- Loretta Moreno, MSN, RN, Vocational Nursing (VN) Program Director;
- Evangeline Martin, BSN, RN, VN Faculty;
- Brigitte Moseley, MSN, RNC, VN Faculty;
- Dr. Julie Lindsay, Baccalaureate Degree Nursing (BSN) Program Director; and
- Mary Paultner, MSN, RN, BSN Simulation Lab Co-ordinator.

Program Evaluators:
- Reviewed:
  - Curriculum and all syllabi;
  - Faculty and Student Handbooks;
  - Clinical evaluation tools;
  - Clinical guidelines;
  - Organizational charts;
  - Student projects;
  - Assessment and Action Plan;
  - 2018 Nursing Education Program Information Survey (NEPIS) and NEPIS Faculty Profile;
    - Minutes of faculty meetings; and
  - Total Program Evaluation (TPE).
- Held initial conference with VN Program Director;
- Interviewed:
  - Provost/Vice President Academic Affairs and VN Program Director;
  - Two faculty members; and
  - Twenty-six Level I VN students;
- Observed a class in session;
- Toured program facilities; and
Conducted exit interview with President and VN Program Director.

Summary of Findings:

Administration:
- Loretta Moreno, MSN, RN, is well qualified to oversee the program and is accountable for the planning, implementation, and evaluation of the VN Program.
- Ms. Moreno carries a teaching load of four to eight didactic hours each week, depending on the semester, and 16 clinical hours each week.
- Dr. Comuzzie, Provost/Vice President Academic Affairs, noted that the VN Program is needed and valued in the community and administration is committed to the success of the program.
- The governing entity provides the financial support and resources necessary to operate the VN Program.

Program of Study:
- The program begins in January of each year and is 12 months in length. The program consists of 589 hours of didactic instruction, four hours of computer lab time, and 771 hours of clinical learning experiences.
- All courses are offered face-to-face in the classroom or in the skills lab setting.
- Board Staff observed a classroom of Level I students who were actively engaged in learning activities.
- The organization of the curriculum moves from simple to complex and is designed to ensure students are competent in skills prior to entering the clinical setting. The majority of skills are front loaded in the first semester. The curriculum includes Intravenous (IV) therapy instruction.
- Assessment Technologies Institute (ATI) products are incorporated throughout the program to measure student progression in nursing courses. ATI examinations are not utilized as gatekeepers to prevent students from passing a course.
- The Differentiated Essential Competencies (DECs) (2010) have been fully incorporated into the program of study documents including the Course syllabi, Clinical Evaluation Tools, and the Student Handbook.
- The total program is comprehensive, based upon sound educational principles, and designed to teach students to use a systematic approach to clinical decision-making and safe patient care.

Faculty:
- In addition to the Program Director, two full-time nursing faculty members teach the didactic and clinical courses.
- Faculty has regular monthly meetings with decisions reached by consensus.
- Faculty development includes attendance at the Texas Association of Vocational Nurse Educators (TAVNE) annual conference.
- The two full-time faculty members were available for interview.
- Faculty policies are in place according to Board rules.
- Orientation is provided for all new nursing faculty members at the onset of employment.
- There is a sufficient number of faculty to meet the needs of the program.
There are written policies, procedures, and bylaws to guide the faculty and program activities.

Faculty evaluations are based on self, administrative, and student evaluations.

**Students:**

- At the time of the survey visit, 26 students were enrolled in the VN Program.
- The program admits one cohort each year in January.
- All of the students interviewed expressed a desire to further their education to become an RN.
- Students stated that they selected Schreiner University due to the strong reputation of the program in the Central Texas area. Several students noted that they have worked with graduates of the Schreiner University VN Program and were impressed with the levels of knowledge, skills, and abilities.
- The program has well-defined written nursing student policies that are provided to all students during orientation. Students sign acknowledgement papers that are maintained in student files.
- Students shared that they provide input through direct communication with the Program Director and faculty. When questioned, students stated they were unaware of a mechanism for student input into the development of program policies and procedures or student governance opportunities.
- Students interviewed stated that the Program Director and faculty are readily available for students’ questions and concerns and students are provided timely responses.
- The goals and objectives of the program are clearly stated in course syllabi.
- Students acknowledged faculty are available to assist with tutoring and remediation; however, no designated nursing program tutor is on staff.

**Clinical Learning Experiences:**

- The program has active clinical contracts with a variety of affiliating agencies. Clinical sites, all located in Kerrville, include: Peterson Regional Medical Center, Hilltop Village Nursing Home, Kerrville State Hospital, and the Veterans Administration Medical Center.
- Students practice in the skills lab prior to going to on-site clinical learning experiences.
- Student assignments are made in direct correlation with the student learning needs identified in the Clinical Syllabi and Clinical Evaluation Tools for each level.
- Students are evaluated by faculty and receive formative and summative clinical evaluations. If weaknesses are identified, measures are taken to provide remediation practice in the skills lab.
- A faculty-to-student ratio of 1:10 is maintained throughout the program.
- Faculty provide supervision during all clinical learning experiences and maintain Board required ratios.
- Clinical learning experiences correlate with didactic content.
- Criteria for selecting clinical agencies are well-defined.
- Clinical learning objectives are presented to students prior to the clinical learning experiences. Post-conferences are considered valuable learning activities by students and are held at the clinical affiliate sites.
The clinical evaluation tools are progressive and are based upon course content and the DECs. Clinical evaluation tools include formative and summative evaluations throughout the program. Student expectations are well-defined.

Facilities, Resources, and Services:
- The single classroom is spacious and offers audio visual equipment for presentations.
- The Program Director has a fully equipped private office to provide privacy for counseling students.
- The skills lab has three manikins, is spacious, and well-equipped.
- Locked cabinets for storage of supplies are available in the skills lab.
- The VN students occasionally observe simulation scenarios conducted by the BSN students in the BSN Department that is located in another building across campus.
- Faculty stated that the VN Program Director completes all clerical duties for the program. When questioned, the Program Director responded that she does need designated secretarial and clerical assistance.

Records and Reports:
- Hard copies of student files are maintained by the registrar, in the registrar’s office. Student course records/grades are maintained electronically on each faculty member’s computer and hard copies are kept in the VN Program Director’s office.
- Hard copies of faculty files are maintained in the VN Program Director’s office.
- Minutes of faculty meetings are maintained electronically by the Program Director.
- Clinical affiliation agreements are current.
- The Total Program Evaluation (TPE) Plan is used for decision-making as evidenced in faculty meeting minutes and documented in the TPE Plan.
July 25, 2019

Loretta Moreno, MSN, RN, Director
Vocational Nursing Education Program
Schreiner University
2100 Memorial Blvd.
CMB 6226
Kerrville, TX 78028-5697

Dear Ms. Moreno:

At the July 25-26, 2019 meeting, members of the Texas Board of Nursing (Board) discussed the April 2, 2019, survey visit report to the Schreiner University Vocational Nursing Education Program in Kerrville, Texas. It was the decision of the Board to accept the report of the survey visit and impose the following recommendation and requirement in the attached Board Order.

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.

A Requirement is a mandatory criteria based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

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: Dr. Kiley Miller, Interim Dean of the School of Sciences and Mathematics
BEFORE THE TEXAS BOARD OF NURSING

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ORDER OF THE BOARD

In the Matter of
Schreiner University
Vocational Nursing Education Program
In Kerrville, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on July 25-26, 2019, 333 Guadalupe, Tower II, Room 225, Austin, Texas, to consider the report of the April 2, 2019, survey visit to the Schreiner University Vocational Nursing Education Program in Kerrville, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon compliance with Rule 214.

After review and due consideration of the filed materials, the Board hereby ACCEPTS the report of the survey visit to Schreiner University Vocational Nursing Education Program in Kerrville, Texas, and hereby imposes the following recommendation and requirement:

Recommendation:

Administration is encouraged to employ a designated secretarial and clerical assistant to meet the Vocational Nursing Education Program needs no later than September 1, 2019.

Requirement:

The Program Director shall submit to Board Staff evidence of policies documenting mechanisms for student input into the development of academic policies and procedures, curriculum planning, and evaluation of teaching effectiveness no later than September 1, 2019.

Entered this 25th day of July, 2019

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