

**Report of Survey Visit
Paris Junior College in Paris, Texas
Vocational Nursing Program**

Summary of Request:

Consider the report of the November 4, 2019 routine survey visit to Paris Junior College in Paris, Texas Vocational Nursing Education program.

Historical Perspective:

- Paris Junior College (PJC) in Paris, Texas was established by the Paris Independent School District on June 16, 1924 and celebrated its 95th anniversary in June 2019.
- PJC's Vocational Nursing (VN) Education Program was established in 1968 through the cooperation of the Sisters of Charity of the Incarnate Word, St. Joseph's Hospital of Paris, and McCuiston Community Hospital of Paris.
- PJC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)
- In addition to the main campus in Paris, the college has established locations in Greenville, and Sulphur Springs.
- The VN program is located on the main campus, but has practice areas and skills labs available to the students at the main campus and the Greenville Center.
- The VN education program is part of the colleges Health Sciences Division which includes Allied Health, Emergency Medical Services, Enhanced Nurse Aide, Medical Records Coding, Associate Degree Nursing (ADN), Radiology Technology, and Surgical Technology.
- Stephanie Parker, MSN, RN was appointed the Interim Director of the ADN and VN programs in February 2016 and was appointed the Director the following year.

NCLEX-PN® Examination Pass Rates

NCLEX® Examination Year	BON Approval Status	Pass Rates	Number of First Time Candidates (Passed/Total)
2018	Full	100%	45/45
2017	Full	100%	39/39
2016	Full	92.31%	48/52
2015	Full	90.77%	59/65
2014	Full	100%	54/54

Findings from Survey Visit:

(See Survey Visit Report in Attachment #1.)

Pros and Cons from the Survey Visit:

Pros:

- There are clear policies in place.
- The program learning outcomes and course syllabi fully reflect the *Differentiated Essential Competencies (DECs) (2010)* objectives.
- There is a Student Handbook provided to all students during orientation.
- The program has adequate clinical affiliation agreements for students to meet all clinical objectives in the program.
- The program's NCLEX-PN® examination pass rate has been consistently above 80% for the past five years.

Cons:

- The Faculty Policies and Procedures manual does not include a concise orientation plan.
- Testing is done on scantrons which limits the ability to gather statistical data and does not provide the ability to offer NCSBN® type questions such as multiple-multiple questions or drag and drop questions.
- Simulation opportunity is limited due to not have a full-time person in the skills lab.

Staff Rationale for Recommendation #1:

Education rules related to *Faculty* state that written policies for nursing faculty shall also include: terms of employment, plans for faculty orientation to the institution and the nursing program, resources, and opportunities for faculty development and evaluation of faculty, and Nursing Peer Reviews as described in 217.19 and 217.20.

Recommendation #1:

It is recommended that the nursing policies and procedures be revised to include plans for faculty orientation to the institution and the nursing program, resources, and opportunities for faculty development and evaluation of faculty, and Nursing Peer Review, as described in 217.19 and 217.20. Please provide a response to Board Staff no later than April 1, 2020

Staff Rationale for Recommendation #2:

Faculty have expressed concerns over the current use of scantrons for testing as they provide minimal statistical data and do not allow for the development of test items that expose the students to the type of questions they can anticipate on the NCLEX-PN® exam.

Recommendation #2

It is recommended that administration and nursing faculty develop a plan that would allow for nursing students to use computerized testing throughout the nursing program. Please provide a response to Board Staff no later than April 1, 2020.

Staff Rationale for Recommendation #3:

Education rules related to *Facilities, Resources, and Services* state that a simulation laboratory may be provided to enhance clinical learning experiences. PJC has the ability to offer a simulation lab experience, but does not have the staff to implement the lab to its fullest capabilities.

Recommendation #3:

It is recommended that administration and nursing faculty discuss a satisfactory arrangement to provide for the simulation lab to be used to its fullest capabilities by the VN program. Please provide a response to Board Staff no later than April 1, 2020.

Staff Recommendation:

Move to accept the report of the findings from the November 4, 2019 survey visit to the Paris Junior College Vocational Nursing Education Program in Paris, Texas and issue the recommendations as indicated in the attached letter (See attachment #2).

**Summary of Survey Visit
Paris Junior College in Paris, Texas
Vocational Nursing Program**

Purpose of Survey Visit: Routine Survey Visit

Date of Survey Visit: November 04, 2019

Board Staff Conducting Visit: Gayle P. Varnell, PhD, APRN, CPNP-PC

Education Consultant met with:

- Administrators:
 - Dr. Pamela Anglin, ABA, BBA, MBA, EdD, CPA
 - John S. Spradling, VP Workforce Education
 - Gregory Ferenchak, EdD, Dean Health Occupations
 - Stephanie Parker, MSN, RN, VN Director

- VN Faculty
 - Tammy Goodman, BSN, RN
 - Linda Utley, BSN, RN
 - Casey Escobedo, RN
 - Brad Bolton, BSN, RN
 - Dawana Hollidai, MBA, RN
 - Jenny Sullivan, BS, RN

- 61 VN students

- Joe R Jackson, MSOE, MLIS, Director of Library Services

Education Consultant reviewed:

- Syllabi for all nursing courses
- Curriculum plan
- Faculty Policies and Procedures
- Student Handbook
- Director Job Description
- Student Application Packet
- Student files
- Exams
- Clinical contracts
- Program goals, objectives, and outcomes

- Total Program Evaluation Plan
- Faculty minutes
- Samples of student works including the following:
 - Community Service Projects;
 - Student and Faculty Story Boards;
 - Concept maps; and
 - Clinical assignments
- 2018 Nursing Education Program Information Surveys (NEPIS)

Education Consultant:

- Toured the nursing educational facility and campus including a tour of the library.
- Observed a VN classroom of 61 students. The course lecture was on fluid and electrolytes. The faculty used a power point and included anecdotal notes. The students were engaged and participated in questions and answers.
- Conducted interviews with students, faculty, and an exit interview with the President, VP, Dean of Instruction Health Services, Director, and VN Faculty.

Summary of Findings:

Overview of Programs:

- The VN program is 12 months in length.
- According to the 2019 Nursing Education Program Information Survey (NEPIS): the program of study is comprised of the following:
 - Didactic contact hours: 595 hours
 - Clinical hours
 - Computer Lab: 29 hours
 - Skills Lab: 109 hours
 - Simulation Lab: 32 hours
 - Hands on Clinical: 680 hours

Administration:

- PJC is accredited by the Texas Higher Education Coordinating Board (THECB).
- PJC has been accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) since January 1, 1934. SACSCOC reaffirmed PJC in 2013 and the next reaffirmation will be in 2023.
- The PJC VN program has the full support of administration.

Faculty:

- Besides the director, there are six full-time faculty who teach in the VN program.
- There is a part-time person in the skills lab to assist with both the ADN and VN program's simulation needs. This person is the only one who knows how to program the simulation mannequins. Faculty must do their own preparations for lab and if the

simulation person is scheduled in the lab for two days with the ADN students, then the person has fulfilled their part-time hours and is unable to assist with any VN simulations. The faculty expressed that without full time staffing, the simulations opportunities for VN students was very limited.

- Faculty members meet Board qualifications, and have been at PJC for many years.
- The Faculty Policies and Procedures manual does not include a concise orientation/mentoring plan for nursing faculty.
- Faculty are actively engaged in curriculum planning, implementation, and evaluation.
- During the faculty interview, faculty stated that students do not test on computers and therefore, they are only able to get minimal statistical data from the tests and are very concerned that they are unable to include Next-Gen test questions.
- Faculty are engaged in professional development and three faculty were able to attend the Texas Association of Vocational Nurse Educators (TAVNE) meeting in the fall.
- Minutes of faculty meetings are maintained and reflect that faculty members are involved in planning and decision-making.

Students:

- PJC has one admission of 60 students per year. Classes start in June and the students graduate the following May.
- The nursing program has well-defined written nursing student policies that are provided to all students during orientation in a Student Handbook.
- The students have clinical rotations in Paris, Greenville, and the Sulphur Springs area.
- Students interviewed stated that they chose PJC for the following reason:
 - They lived in the area;
 - PJC has an excellent reputation in the community;
 - The variety of clinical sites for VN students; and
 - They had friends and family members who had graduated from the program.
- Students stated that faculty were available to assist with tutoring and were very supportive. This was also evident in the story boards that appeared in the classroom. At the beginning of the program, the students and faculty create a poster that includes pictures of themselves and their families. These are used when they introduce themselves during the first class day and then remain on the classroom wall throughout their program.
- Many students expressed their desire to go into the ADN program offered at PJC upon graduation.

Program of Study:

- The curriculum used in the VN program indicates leveling of nursing content, advancing in difficulty from simple to complex.
- The syllabi were reviewed and found to include the *Differentiated Essential Competencies (DECS) (2010)*.
- Students use scantrons in testing on unit exams. This is a concern of the faculty for the following reasons:

- The statistical data available is minimal;
 - Testing on computers helps students become better prepared for the NCLEX-PN® examination, and
 - There is not the ability to offer the type of question that the students need to prepare for the NCLEX-PN® exam. Faculty expressed their concern that the students will not have exposure to the questions that students will have when the Next Generation NCLEX (NGN) is implemented in 2023.
- Standardized examination is given in the last course. If a student does not make the required benchmark, they must take a review course before they will be allowed to test.
 - Remediation and tutoring are provided by the faculty.
 - Samples of students papers and assignments were provided.

Clinical Learning Experiences:

- PJC has active clinical contracts with a variety of clinical agencies.
- Students demonstrate safe practice in the skills lab prior to providing hands-on care in the clinical setting.
- The main skills lab with simulation mannequins and a debriefing room is located on the Paris campus. There is also another skills lab on the Greenville campus, but this site does not offer simulation. Simulation is limited as there is not a full-time lab person to assist with the simulations.
- Student assignments are correlated to the student learning objectives provided in the course syllabi.
- Students are able to have clinical placements on medical-surgical units, long term care facilities, obstetrics, maternity, newborn nursery, as well as psychiatry.
- The clinical evaluation tools include the DEC's and provide for formative and summative evaluation by both the student and the faculty. If weaknesses are identified, measures are taken to provide remediation practice in the skills lab.
- The required faculty-to-student ratio is maintained throughout the program

Facilities, Resources, and Services:

- The Nursing Program is appropriately equipped and offers a positive learning environment.
- The director and faculty have fully furnished private office that are fully furnished.
- There are adequate restrooms as well as break areas for both faculty and students.
- The classrooms are spacious, equipped with computer and audio visual equipment for presentations.
- There are two full-time administrative assistants for the Health Occupations Department.
- There is a large room equipped with computers, that is not being used for computerized testing.

Records and Reports:

- Student and faculty files are maintained with all required documents in a locked file cabinet and their policies for record retention are compliant with Board Rule 214.12.
- Minutes of faculty meetings are maintained in the director's office.
- Clinical affiliation agreements are current.
- The Total Program Evaluation (TPE) Plan is used for decision-making as evidenced in faculty meeting minutes and documented on the TPE Plan.

DRAFT LETTER

January 23, 2020

Stephanie Parker, MSN, RN, VN Coordinator
Paris Junior College
2400 Clarksville Street
Paris, Texas 75460

Dear Ms. Parker:

At the January 23-24, 2020 meeting, the members of the Texas Board of Nursing (Board) considered the report of the survey visit to the Paris Junior College Vocational Nursing Education Program in Paris, Texas. The survey visit report was approved by Board members since the program was found to be in full compliance with all aspects of Rule 214. Board Staff did identify two areas that warrant attention. Therefore, it was the decision of the Board to accept the report of the survey visit conducted on November 4, 2019, and issue the following recommendations:

Recommendation 1:

It is recommended that the nursing policies and procedures be revised to include plans for faculty orientation to the institution and the nursing program, resources, and opportunities for faculty development and evaluation of faculty, and Nursing Peer Review, as described in 217.19 and 217.20. Please provide a response to Board Staff no later than April 1, 2020.

Recommendation 2:

It is recommended that administration and nursing faculty develop a plan that would allow for computerized testing for the nursing students. Please provide a response to Board Staff no later than April 1, 2020.

Recommendation 3:

It is recommended that administration and nursing faculty discuss a satisfactory arrangement to provide a full-time lab assistant to meet the simulation needs of the VN and ADN programs. Please provide a response to Board Staff no later than April 1, 2020.

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, or if we may be of any assistance, please contact Board Staff at gayle.varnell@bon.texas.gov or 512-621-5179.

Sincerely,

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

Copy: Dr. Pamela Anglin, President
Dr. Gregory Ferenchak, Dean Health Occupations