

**Consideration of Findings from a Virtual Survey Visit
Texarkana College in Texarkana, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the report of the remote survey review of the Texarkana College (TC) Vocational Nursing (VN) Education Program in Texarkana, Texas. A face-to-face visit to Texarkana College was initially planned for Fall, 2020, but was cancelled due to the COVID-19 pandemic. A virtual program review was conducted based upon the extensive program documents submitted to Board Staff and conference calls with Program Director, Administration, nursing faculty, and nursing students through online meetings beginning on October 14, 2020, and ending on October 15, 2020.

Historical Perspective:

- TC is a public community college in Texarkana, Texas, that was established in 1927.
- TC serves 4,061 students.
- TC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and the Texas Higher Education Coordinating Board (THECB). The most recent SACSCOC reaffirmation visit was in 2016 and the next 5th year review is scheduled for 2021.
- TC offers both Associate Degree (ADN) and Vocational Nursing (VN) Education programs.
- The VN and ADN Programs are part of the Health Sciences along with the Certified Nurse Assistant, Emergency Medical Technology, and Pharmacy Technician programs.
- Courtney Shoalmire, MNsc, MSN, RN, has been the Dean of Health Sciences, Professor, and Director of both the ADN and VN programs since 2015.
- Ms. Shoalmire was the Health Professions Pathways (2P) Grant Project Director for TC from 2012 to 2015.
- Ms. Shoalmire also is a graduate from the ADN program at TC.
- The NCLEX-PN® examination pass rates for the past five years are presented in the table below:

Examination Year	BON Approval Status	NCLEX-PN® Examination Pass Rate	Number of First Time Candidates (Passed/Total)
2019	Full	100.00%	50/50
2018	Full	100.00%	50/50
2017	Full	100.00%	42/42
2016	Full	97.37%	37/38
2015	Full	100.00%	29/29

Summary of Survey Visit:

Documents Provided to Board Staff Prior to Visit:

- Curriculum Plan, Philosophy/Mission, Objectives/Goals, Conceptual Framework
- Faculty and Program Director Job Description
- Faculty Handbook
- Student Handbook
- Preceptor Handbook
- Syllabi for all Courses
- Clinical Evaluation Tools
- Total Program Evaluation Plan
- Faculty Minutes
- Sample of Student Presentations and Assignments
- You Tube Virtual Tour of Resources and Facilities

Individuals Participating in the Virtual Survey Visit:

Courtney Shoalmire, MNsc, MSN, RN, Dean of Health Sciences, Professor, and Director of ADN and VN Programs

Texarkana College Administrators:

- Dr. Jason Smith, President Texarkana College
- Dr. Donna McDaniel, VP of Instruction
- Kim Jones, CPA, VP of Finance/ CFO
- Brandon Washington, VP of Operations

Texarkana College Vocational Nursing Faculty:

- Karen Tyl, MSN, RN – Lead Faculty
- Cheryl Waloshin, BSN, RN
- Shuntane Reaves, BSN, RN (MSN in Education scheduled to be completed January 2021)
- Kim Randles, MSN, RN
- Lisa Quinnelly, MSN, RN
- Lisa Carver, Med, RN

Texarkana College Vocational Nursing Students:

- Met virtually with 22 third level students who will be graduating in December 2020.

Board Staff:

- Gayle P. Varnell, PhD, APRN, CPNP-PC

Process for the Survey Visit:

- Ms. Shoalmire scheduled online meetings between Board Staff and Texarkana representatives and hosted the following meetings:
 - October 14, 2020, 9:00 – 10:00 a.m. – meeting between G. Varnell and C. Shoalmire
 - October 14, 2020, 10:15 – 10:35 a.m. - Videotape of students and faculty in skills lab
 - October 14, 2020, 10:35 – 11:05 a.m. – Meeting between Board Staff and Students

- October 14, 2020, 1:00 – 2:00 p.m. – YouTube video tour of Health Sciences, Biology, Library, & Student Center
- October 14, 2020, 11:05 – 12:10 p.m. - Meeting with Administrative Officers
- October 15, 2020, 9:00 – 10:00 a.m. - Meeting with Nursing Faculty
- October 15, 2020, 10:00 – 11:00 a.m. – Meeting with Students
- October 15, 2020, 1:00-2:00 p.m. – Meeting with Program Director
- October 15, 2020, 2:00 – 3:00 p.m. – Exit Report

Administration and Organization:

- The Dean of Health Sciences/Program Director reports directly to the Vice President of Instruction, Dr. Donna McDaniel, who has been in her position since 2013.
- There is a Health Science Faculty Handbook for all five programs in the Health Sciences including an organizational chart listing, the ADN Program, VN Program, Certified Nurse Assistant Program, Emergency Medical Technology Program and Pharmacy Technician Program, who all report to the Dean of Health Sciences/Director.
- The Dean/Director has the authority to direct the VN program in all its phases.
- The Dean/Director does not have a teaching assignment.
- Policies are in place and are enforced.
- TC's Strategic Plan includes 15 Goals. One of the goals is to recruit nontraditional students, provide scholarships, and support services to achieve academic success.

Faculty:

- The 2018-2020 Faculty Handbook includes faculty policies required in Rule 214: By-Laws for the Faculty Organization; Faculty Workload Policy; Faculty Evaluation; Job Descriptions; Faculty Orientation; Mentoring Guidelines; and Peer Review. In addition, there are numerous tools and instructions to guide faculty in the teaching and advising processes. There is also a policy on Faculty Release Time to Pursue an Advanced Degree.
- The program appears to have a cohesive, supportive faculty, and full-time faculty turnover rates are low.
- There are six full-time VN faculty. Three have MSN degrees, one is RN, MEd, one has a BSN, and the other will have a MSN in Nursing Education in January 2021. Currently there are no part-time faculty.
- Several of the faculty received their VN and ADN at TC.
- All full-time faculty teach both clinical and didactic courses.
- There is stability in the faculty. Three of the faculty were present at the survey visit in 2013.
- It is evident during the survey visit, that the faculty support each other and work very cohesively. They all spoke of their love for teaching and students' comments validated that the faculty were very much a team.

Students:

- There is a 2020-2021 Health Sciences Division Student Handbook. There is a section that is specific to the Vocational Nursing student that includes required policies for admission, readmission, transfer, progression, graduation, and dismissal. Eligibility information is provided in the Handbook and a form indicating receipt of this information.
- Students are permitted the opportunity for readmission after failing a course no more than one time. When a student withdraws from one portion of the vocational nursing program,

they must withdraw from all courses they are currently registered for. VN students who fail must re-apply within 12 months.

- Twenty-two students graduated in May and this cohort will be included in the 2020 NCLEX-PN® pass rate. Currently there are 22 who will graduate in December 2020 and 25 students who were admitted this fall with an anticipated graduation date of August 2021.
- The program usually admits up to 40 students twice each year. Enrollment for the fall admission was limited to 30 students to facilitate social distancing and measures to protect students from COVID-19 exposure as well as the ability to provide hands on clinical experiences to all of the students.
- When students are exposed to COVID-19, they must remain in a quarantine mode at home and their education continues online. If they have less than 50% in simulation, they may be given a simulation assignment otherwise they will make up the clinical time when they are able to return.
- Following Spring Break in March, all VN courses were moved to online with virtual clinical activities. The technology at TC made this an easy transition.
- When VN students graduate, they have no difficulty finding employment in the area. The majority of graduates remain in the community.
- A graduate of the VN program must pass their NCLEX-PN® and practice one full year before they apply to the ADN program.
- Students interviewed expressed a high degree of satisfaction with the program and confidence that the dean and faculty are committed to their success.
- Students were very complimentary of the faculty stating that faculty treat each other and the students with respect and explain content so that the students understand the concepts.
- Students cited that the strengths of the program are the excellent clinical learning experiences offered at the two local hospitals.
- The program meets a need in the community for a VN education program and receives strong support from clinical affiliates.

Program of Study:

- The 12-month, 40-semester credit hour curriculum is delivered through 11 nursing courses and three clinical courses. There is a separate course for maternal-neonatal nursing, pediatrics, and leadership and professional development while mental health is discussed in all courses.
- The *Differentiated Essential Competencies (DECs) (2010)* have been incorporated into the curriculum.
- The curriculum is presented in a block format (each course has a population or physiological framework and clinical practice follows the content). There is not a separate pharmacology course. Medication administration and dosage calculations are interwoven throughout the courses.
- Clinical sites became available in June 2020 and Nursing courses moved back to campus in August. At the time of the survey visit, students were still not able to go to some facilities such as hospice or long term care.
- At the time of the visit, the preliminary pass rate for the VN program was 97.56% with 40 out of 41 graduates passing the NCLEX-PN®.

Clinical Learning Experiences:

- Clinical Evaluation Tools are based upon the *DECs*.
- Progression in expectations of student performance and competence is seen in the clinical evaluation tools across the program.
- Students were invited back to the hospital setting in mid-June, but long term care settings and hospice remain closed to students.
- Preceptor experiences are used in hospice and wound care facility.
- The two hospitals available welcome VN students into all areas including labor and delivery and pediatrics.
- VN and ADN students share lab space and equipment for nursing skills and simulation experiences.
- Medication administration is practiced in the skills lab and students are learning to use electronic health records.

Resources and Facilities:

- A video tour of the Texarkana campus was created by the IT department and the tour included faculty explaining all areas of the campus including the following:
 - Nursing classrooms;
 - Skills/simulation lab;
 - Administrative Assistant;
 - Director and faculty offices;
 - Library;
 - Study areas; and
 - Reception areas.
- There are three skills labs with simulators, a simulated hospital setting with two rooms with high-fidelity simulators, and a simulated birthing center with mother and newborn simulators.
- The Director and each faculty have private offices.
- TC received multiple grant awards during 2015-2020 that totaled over \$800,000. The funds were used to renovate the health sciences building, purchase new equipment for skills and computer labs, add teaching/learning resources, and provide faculty professional development. Administration is very supportive of the nursing programs and their needs.

Total Program Evaluation:

- Faculty meet in August of each year to review the program and the Total Program Evaluation (TPE) and also during curriculum meetings. During the last review, faculty determined that a new TPE was needed and a draft for an updated TPE was submitted with files for this survey visit review. All elements required in Rule 214.13 are included and supporting documents and minutes of faculty meetings were submitted for review.

Pros and Cons of Program Review:

Pros:

- See Attachment #2 identifying Quality indicators.

Cons:

- None noted or expressed.

Staff Recommendation:

Move to accept the report of the findings from the virtual survey visit to Texarkana College Vocational Nursing Education Program in Texarkana, Texas, with no recommendations and/or requirements as indicated in the attached letter (See Attachment #1).

DRAFT LETTER

January 21, 2021

Courtney Shoalmire, MNSc, MSN, RN
Dean/Director of Health Sciences
Texarkana College VN Program
2500 North Robison Road
Texarkana, TX75599

Dear Ms. Shoalmire:

At the January 21, 2021 virtual Board meeting, members of the Texas Board of Nursing considered the findings from program review of the Texarkana College Vocational Nursing Education Program in Texarkana, Texas. It was the decision of the Board to accept the survey visit report.

If you have any questions or if we may offer 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. Jason Smith, President Texarkana College
Dr. Donna McDaniel, VP of Instruction

**Regulatory Quality Indicators
 Texarkana College in Texarkana, Texas
 Vocational Nursing Education Program**

Basis:

Spector, N., Silvestre, J., Alexander, M., Martin, B., Hooper, J. I., Squires, A., & Ojemeni, M. (2020). NCSBN regulatory guidelines and evidence-based quality indicators for nursing Education programs. *Journal of Nursing Education*, 11(2), S2-S64.

Quality indicators for pre-licensure nursing education programs were identified in a NCSBN national, mixed-methods study of data and responses from nursing education programs, clinical educators, and board of nursing education consultants. The following table reflects a strong association between specific quality indicators and evidence from the survey visit.

Identified Quality Indicator	Findings from Survey Visit
Institutional administrative support of the nursing program	College President and Dean of Health Sciences expressed strong support for the VN program and how TC's Strategic Plan includes 15 Goals. One of the goals is to recruit nontraditional students, provide scholarships, and support services to achieve academic success. This will have a positive impact on the nursing program.
Consistent administrative leadership in the nursing program.	Program Director has been in the position since 2015 and is committed to the success of the students.
Consistent full-time faculty as opposed to reliance on adjunct faculty.	Six full-time faculty are in place. Three have their MSN degrees and another will complete in January 2021. Several of the faculty graduated from the program and their main focus is on the students. One faculty has taught in the program for 13 years and another faculty has 11 years full-time and 5 years as adjunct faculty.
Clinical experiences with actual patients that prepare students for the reality of clinical practice.	VN students were able to return to clinical practice in the hospital setting to work with actual patients, and even experience working with maternity and pediatric patients, a population not always available for VN students.
Quality simulation is used to augment clinical experiences.	A simulation lab is located in the nursing building. Medication administration is practiced in the skills lab and students are learning to use electronic health records.
Consistently has a pattern of NCLEX pass rates that meet set standards.	Pass rates for the past 5 years have been in the 100% for 4 years and 97.37% for 1 year.

<p>Faculty are able to role model professional behaviors.</p>	<p>Students described faculty as consistently encouraging them to reach higher goals. In student interviews several students spoke to the faculty being both respectful of other faculty and of the students. Students were also complimentary in their comments about hospital staff. Clinical ratios are lower than the 10:1.</p>
<p>Administrative support for ongoing faculty development.</p>	<p>Faculty listed several ways that their development is encouraged and supported. The college funded courses in online instruction when all teaching was moved to online. VN faculty are supported to attend the annual TAVNE meeting. Faculty are compensated for advancing their education. Funding is available for other faculty development.</p>