

**Consideration of Change in Approval Status  
From Full to Full with Warning  
The College of Health Care Professions in Houston, Texas  
Associate Degree Nursing Education Program**

**Summary of Request:**

Consider the proposed change in approval status for The College of Health Care Professions (CHCP) Associate Degree Nursing (ADN) Education Program in Houston, Texas, from Full Approval to Full Approval with Warning based upon the 2020 NCLEX-RN® examination pass rate, findings in the 2020 Self-Study Report, and areas for improvement to align with Rule 215.

**Historical Perspective:**

- CHCP ADN Education Program, designed for Licensed Vocational Nurses to earn an Associate Degree and to be eligible to sit for the NCLEX-RN® examination, was approved by the Board in July 2014.
- CHCP is licensed as a career school and approved to offer educational programs by the Texas Workforce Commission (TWC) and holds accreditation from the Accrediting Bureau of Health Education Schools.
- Fred Gary Heath, MSN, RN, was approved by the Board on November 2, 2020, as the Interim Program Director following the resignation of the previous director. Mr. Heath served as a faculty member at CHCP since February 2018 and has eight years of nursing education experience.
- The NCLEX-RN® examination pass rates for the past five 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>
2020	Full w/Warning	57.14%	20/35
2019	Full	65.52%	19/29
2018	Full	95.00%	19/20
2017	Initial w/Warning	67/74%	21/31
2016	Initial	60.00%	6/10

- Due to the 2019 NCLEX-RN® examination pass rate of 65.52%, the Program Director and faculty were required to submit a Self-Study Report (SSR) in 2020 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.
- A comprehensive, in-depth SSR was received in the Board office on June 5, 2020.
- The Program Director and faculty members identified multiple factors in the SSR that may have contributed to the NCLEX-RN® pass rate falling below 80% and designed the following corrective measures:
  - Ensure all admitted meet the admission criteria for exam scores and GPA;
  - Require remediation then retakes on standardized specialty exams for students who score below the benchmark;
  - Implement standardized specialty exams in designated courses;
  - Acquire adequate OB and Pedi clinical experiences;
  - Purchase OB and baby manikins to increase simulation;
  - Faculty development on test item writing to assure exams will be based on class content using test banks only as a resource;
  - Require faculty to conduct item analysis on all exams and to develop a blueprint for each exam;
  - Assure adequate maintenance of computer testing software;
  - Limit taking exit exam to two times per student in RNSG 2130; and
  - Decrease faculty turnover and continue to hire experienced nursing faculty.
- On December 3, 2020, Board staff sent a notification letter via email that included the status change and offered program representative(s) the opportunity to provide a written response. A letter from the program director was received on December 29, 2020 (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 examination years...” The program identified areas in the program that may have contributed to the pass rate and designed the corrective measures identified above.

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”.

**Staff Recommendation:**

Move to change the approval status for The College of Health Care Professions Associate Degree Nursing Education Program in Houston, Texas, from Full Approval to Full Approval with Warning based upon the 2020 NCLEX-RN® examination pass rate, findings in the 2020 Self-Study Report, and areas for improvement to align with Rule 215, as indicated in the attached letter and Board Order (See Attachment #2).



December 29, 2020

Katherine Thomas, MN, RN, FAAN  
Executive Director  
Texas Board of Nursing  
333 Guadalupe St. 3-460  
Austin, TX 78701

**Subject:** Proposed Change in Approval Status of the A DN Program - The College of Health Care Professions in Houston

Dear Ms. Thomas,

We acknowledge receipt of the letter dated December 3, 2020, regarding the proposed change to the A DN program approval status at the College of Health Care Professions in Houston.

We agree with the Board's summary, historical perspective, and the NCLEX-RN examination pass rates for the past five (5) years and accept the report as it is, and do not intend to contest any part of the proposed order at this time.

We will continue to work diligently towards the success of our students with implementation of the proposed activities listed in the self-study. The Board's guidance and support in our endeavors to improve the nursing program outcomes is truly appreciated.

Please feel free to reach out to me at [fheath@chcp.edu](mailto:fheath@chcp.edu) if you have any questions regarding this response.

Sincerely,

A handwritten signature in black ink that reads 'F. Gary Heath, MSN, RN'.

Mr. Fred Gary Heath, MSN  
Interim Director of Nursing,  
713-425-3100

Cc: Beverly Skloss, MSN, RN  
Nursing Consultant for Education

DRAFT LETTER

January 21, 2021

Fred Gary Heath, MSN, RN, Interim Program Director  
Associate Degree Nursing Education Program  
The College of Health Care Professions  
240 Northwest Mall Blvd.  
Houston, TX 77092

Dear Mr. Heath:

At the January 21, 2020 virtual meeting, members of the Texas Board of Nursing (Board) considered the approval status for The College of Health Care Professions Associate Degree Nursing Education Program in Houston, Texas, based upon the NCLEX-RN® examination pass rate for 2020, findings in the 2020 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 College of Health Care Professions Associate Degree Nursing Education Program in Houston, Texas, from Full Approval to Full Approval with Warning and impose the conditions and requirements in the attached Board Order.

If you have any questions or if we may offer assistance, please contact Board Staff at [Beverly.Skloss@bon.texas.gov](mailto:Beverly.Skloss@bon.texas.gov) or 512-318-3219.

Sincerely,

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

Copy: Mr. Lee Jones, Campus President  
Accrediting Bureau of Health Education Schools.  
Texas Workforce Commission

**BEFORE THE TEXAS BOARD OF NURSING**

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**ORDER OF THE BOARD**

In the Matter of  
The College of Health Care Professions  
Associate Degree Nursing Education Program  
Houston, Texas

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held virtually on January 21, 2021, to consider the approval status for The College of Health Care Professions Associate Degree Nursing Education Program in Houston, 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 2020, findings in the Self-Study Report, and areas for improvement to align with Rule 215.

Representatives from The College of Health Care Professions, in Houston, Texas were sent a notification letter by Board staff via email regarding the change in approval status and were offered the opportunity to provide a written response. After review and due consideration of the materials presented by Staff and filed by The College of Health Care Professions in Houston, Texas, the Board hereby CHANGES the approval status for The College of Health Care Professions Associate Degree Nursing Education Program in Houston, Texas from FULL APPROVAL to FULL APPROVAL WITH WARNING and imposes the following conditions and requirements:

1. In accordance with Rule 215.4(a)(3)(A), a program survey visit will be conducted by Board Staff during 2021.
2. An evaluation of the effectiveness of the corrective measures outlined in the 2020 Self-Study Report is to be submitted by the program to Board Staff no later than June 1, 2021, per Education Guideline 3.2.1.a.

Entered this 21<sup>st</sup> day of January, 2021

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