

**Consideration of Continuation of Conditional Approval Status
Wharton County Junior College in Wharton, Texas
Vocational Nursing Education Program**

Summary of Request:

Consider the proposed continuation of Conditional Approval status for the Wharton County Junior College (WCJC) Vocational Nursing Education (VN) Program in Wharton, Texas, based upon effects of the COVID-19 Pandemic and program progress during 2020 - 2021 as well as areas for continuing improvement to align with Rule 214.

Historical Perspective:

- WCJC is a public community college established in 1946. The VN program began offering classes in 1952.
- The college is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and holds a Certificate of Authorization from The Texas Higher Education Coordinating Board to grant degrees.
- The VN program is part of the Allied Health Division that includes Associate Degree Nursing Education (ADN), Dental Hygiene, Physical Therapy Assistant, Health Information Technology, Radiology Technician, and Human Services.
- Kayla Drabek, BSN, RN, is the Director for the VN program and was approved by the Board in July 2021. Ms. Drabek served as faculty for the VN program for three years prior to her appointment as director.
- The NCLEX-PN® examination pass rates for the past six years are provided below:

NCLEX Examination Year	BON Approval Status	Pass Rates	Number of First Time Candidates (Passed/Total)
2021	Pending	77.78%	21/27
2020	Conditional	68.42%	13/19
2019	Full with Warning	75.00%	21/28
2018	Full	67.86%	19/28
2017	Full	86.96%	20/23
2016	Full	94.12%	16/17

- Due to the 2018 NCLEX-PN® examination pass rate of 67.86%, the Program Director and faculty members were required to submit a Self-Study Report (SSR) in 2019 to evaluate factors that may have contributed to the graduates' performance on the NCLEX-PN® examination and plan corrective measures to mitigate the weaknesses. The program identified the following corrective measures:
 - teach learning skills in the Foundations of Nursing course;
 - update admission policy composite scores on the entrance exam;
 - develop a policy to prevent addition of graded course work that may inflate grades;

- develop a policy to utilize clinical proficiencies in clinical performance grading;
 - formulate solutions to course delivery that enables a smooth transition to a new instructor;
 - develop student behavior policies and enforce these;
 - change course delivery time frame to 16 weeks;
 - deliver online courses as web enhanced with face-to-face class time;
 - re-write test items as multiple answers or one answer;
 - develop a testing policy that requires exam blueprints, central storage of blueprints, revision of blueprints, exams that reflect the NCLEX test plan and an item analysis for each exam; and
 - develop a policy requiring that item analysis information is utilized for improving test items.
- The program has provided several updates to Board staff regarding their corrective measures. Despite these efforts for improvement, the pass rate for 2019 was 75.00%.
 - In July 2020 (no April meeting in 2020), the Board changed the approval status of the VN program from Full Approval to Full Approval with Warning and issued a requirement for a survey visit.
 - Board staff alerted administration and the program director during the October 2020 Board ordered virtual survey visit that the program would be placed on Conditional Approval if the 2020 NCLEX-PN pass rate is below 80%.
 - At the January 2021 Board meeting, Board members approved the virtual survey visit report and issued a Board order with one requirement and two recommendations. Based on documents received by Board staff via email in February 26, 2021, the program was in full compliance with the Board order.
 - Due to the 2020 NCLEX-PN® pass rate of 68.42%, the Board changed the approval status of the VN program in April, 2021 from Full Approval with Warning to Conditional Approval.
 - On January 26, 2022, Board staff held a conference call with program representatives to talk about the Conditional Approval status of the program and possible options for the future. Obstacles related to the Covid-19 Pandemic, the clear need for the program in the Wharton community, and the planned/implemented improvements were discussed (attachment #1).
 - In preparation for the April Board meeting, Board staff confirmed to Ms. Drabek via email on March 21, 2022, that consideration of the program remaining on Conditional Approval will be presented to the Board on April 21, 2022. The email included notification that program representative(s) from WCJC VN program will be allotted time to speak at the April 2022 Board meeting about actions they are taking to improve student performance and to answer questions from Board members.
 - The current cohort of 27 students is expected to graduate in August, 2022.
 - On March 31, 2022, Board staff received 13 letters of community support for the WCJC VN Education Program including St. Luke's Health in Sugarland, Mid Coast Health System in El Campo, The Stanzel Family Foundation Inc. in Schulumberg, a community emergency room director, a lead school nurse, the WCJC ADN program director and several faculty, and former students.

Staff Rationale for Recommendation:

Rule 214.4(c)(3) states: ..."A change in approval status is based upon each program's performance and demonstrated compliance to the Board's requirements and responses to the Board's recommendations. A change from one approval status to another may be determined by program outcomes, including the NCLEX-PN® examination pass rates, compliance audits, survey visits and other factors ..." Further, Rule 214.4(c)(3)(B) states: "A program may be placed on conditional approval status if the pass rate of first-time NCLEX-PN® candidates... is less than 80% for three (3) consecutive examination years." Considering a change in program leadership, the commitment of the college administration to the program, improvement in the 2021 pass rate, and the reality of the impact of COVID-19 on the program performance, Board Staff recommend continuing the approval status of Conditional Approval for another year.

Staff Recommendation:

Move to continue the Conditional Approval status for the Wharton County Junior College Vocational Nursing Education Program in Wharton, Texas as indicated in the attached letter and Board Order (See Attachment #2).

Wharton County Junior College
Licensed Vocational Nursing
Program
Improvement Plan
2022

Executive Summary

Wharton County Junior College Licensed Vocational Nurse Program is currently under conditional approval status by the Texas Board of Nursing (TxBON) due to NCLEX-VN pass rates of less than 80% for 3 consecutive years: 2018-67.86%, 2019-75.00%, and 2020-68.42%. In the fall of 2021 the Licensed Vocational Nursing (LVN) program hired Kayla Drabek, BSN, RN as program director after long-term program director Elizabeth Rohan, BSN, RN retired. The program began to make changes prior to the previous program directors retirement, but since then the program has continued to make additional improvements to ensure program and student success. This document will highlight the improvement plan developments.

Program Outcomes

Systematic evaluation of the LVN program was through the utilization of a systematic evaluation plan (SEP), however upon review in the fall of 2021 the plan was found to lack data, evidence, means of review, and faculty input. Therefore WCJC Associate Degree Nursing program director, Andrea Shropshire, DNP, MSN, RN was asked to assist the LVN program in developing a new SEP and remain as a consultant for the program as they implement changes necessary for program improvement. Dr. Shropshire, and Mrs. Drabek worked with faculty to develop a new SEP. The new SEP provides a systemic program review of regulatory standards by the TxBON and was revised to assist in the continuous quality improvement measures that are to be followed to meet program goals. The new SEP was implemented in fall 2021 (Appendix A).

The LVN program director and faculty review the SEP during monthly faculty meetings. A schedule is set to review each area of the SEP a minimum of once a year and/or as needed to cover all areas. Each faculty member and program director collect, aggregate, and analyze data throughout the year and share the results at their monthly faculty meetings.

NCLEX-VN Pass Rates and Completion Rates

According to the SEP, performance on the NCLEX-PN for the LVN program is that 80% or more of students graduating from the program will pass on their first attempt. As presented in table 1.

Table 1.		
Cohort/Year	Pass Rate	Completion Rate
0821/2021 *COVID	77.78%	67.5%
0820/2020 *COVID	68.42%	47.5%
0819/2019	75.00%	70.00%
0818/2018	67.86%	70.00%

NCLEX-PN pass rates have been less than benchmark in years 2018, 2019, and 2020. Please note that students in cohort 0820 were drastically impacted by COVID-19 in March 2020 as didactic and clinical classes transitioned online. A remediation plan was implemented for students in cohort 0821. After completing the remediation plan the students showed a 37.5% increase above the national mean on their exit predictor score. In addition it had a positive impact on NCLEX-PN pass rates while having minimal negative effects to completion. Some students dropped due to online learning format and other reasons due to COVID-19. Due to the remediation success the program adopted ATI's Complete Partnership and integrated it within the current LVN curriculum in fall 2021 (Appendix B).

NCLEX-PN pass rates are an ongoing concern. The LVN program has implemented additional strategies to improve first-time pass rates:

- ExamSoft- computerized testing software
 - The current learning management system (LMS) utilized by WCJC is being upgraded therefore the current testing platform will be obsolete. In addition, the ExamSoft testing software allows LVN faculty to integrate more options into their exams (drag and drop, select all that apply, etc.). The software gives LVN faculty the ability to accurately link each question to program outcomes, Blooms taxonomy, and NCLEX-PN test plan categories. This will provide immediate test blue prints with item analysis along with longitudinal data the program can analyze and evaluate over time. ExamSoft to be initiated in Summer 2022.
- ATI testing- utilized each semester to assist with remediation (NOT UTILIZED AS HIGH STAKES TESTING)
 - This was implemented to some degree in the summer of 2021. Faculty and students have since been trained on the remediation process by ATI faculty and complete curriculum integration began with cohort 0822 and includes practice examinations along with focused review and remediation of content followed by a proctored examination. Data is collected with each cohort and evaluated for strengths and weaknesses within the curriculum.
- ATI Capstone Course- utilized in the third semester of the new curriculum to be implemented in cohort 0823
 - This is a continued form of remediation for students and assists faculty with tracking probability data and evaluating students for strengths and weaknesses as they exit the program. Individualized remediation plans are created for each student. While the official Capstone Course will not be implemented for cohort 0822, a similar plan is in place that analyzes current exams and probability data to create individualized remediation plans for student success.
- NCLEX Test Plan- Faculty have been oriented to the NCSBN webpage and assigned webinars to review regarding the integration of the NCLEX-PN test plan into the curriculum and assessments. Faculty are currently utilizing the NCLEX-PN test plan when designing their evaluation tools.
- Item Writing Workshop- utilized by faculty to improve test writing skills
- ATI Live Review- incorporated into the last semester of the program (currently) and into the Capstone Course cohort 0823.
- Test Taking Strategies Workshop- implemented fall 2021 in the first semester and re-enforced throughout the program. Students showed a 20% increase in post-test scores after attending workshop.

Communities of Interest and Graduate Employment

The LVN program has numerous communities of interest (COIs) including: TxBON, LVN advisory committee, faculty, staff, students, preceptors, employers, and other regulatory agencies. COIs provide input to improve the quality of the program in a variety of ways. Mrs. Drabek developed a plan for the

advisory committee to meet a minimum of once per year. The last meeting was held on December 3, 2021. During the meeting COIs expressed concerns over the growing need for an adequate workforce.

In September 2021 roughly 589,000 healthcare workers left their jobs according to figures released by the Bureau of Labor Statistics. This is the highest one month total in 20 years. Many of these workers consisted of LVNs. In 2019, the TxBON projected the demand for LVNS to grow by 46% between 2018 and 2032. This projection was made prior to the COVID-19 pandemic and therefore cannot account for the significant loss in LVN workforce that has occurred over the last 12 months. According to many of our clinical affiliates, the demand for LVNs in our area is at an all-time high. The WCJC LVN program not only supplies the area with a much needed LVN workforce, it also provides a pathway for students continuing their education as a registered nurse as they can apply for the WCJC LVN-RN program.

Governance, Policies and Resources

WCJC and the LVN program core values include respect for individuals regardless of race, age, or cultural background within a caring environment recognizing each person's individuality and emphasizes the importance of human relationships in the diversity of its student population. In order to maintain this caring environment the program has recognized the importance of continuous review of policy, procedure, and resources through the updated SEP. Total program analysis has led to the implementation of the following:

- Appointment of new LVN program director
 - Mrs. Kayla Drabek was appointed LVN program director in fall 2021. Mrs. Drabek's primary focus is student and program success. Mrs. Drabek also has a positive attitude towards change.
- Acquisition of internal education consultant
 - WCJC and the LVN program acquired the assistance of ADN program director, Andrea Shropshire, to assist in total program evaluation, analysis, curriculum design, integration, and alignment in the fall of 2021 (on-going).
- Revision of the LVN Faculty and Student Handbooks
 - Mission Statement updated to encompass program desire for student success. New mission statement focuses on providing personal attention to students, integration of innovative teaching strategies and flexibility for students and faculty. This new mission statement was implemented in fall 2021. Program philosophy to be evaluated and revised summer 2022.
- Review and updating current publishing company
 - The program is currently reviewing updated literature from alternative publishing companies to ensure a successful transition into the new curriculum for fall 2022. The program is leaning towards a book package that is fully integrated and adaptive to the new curriculum and is designed to assist students with content knowledge, retention, and application. Adoption anticipated for cohort 0823.
- Creation of student representative committee
 - One to two students selected by their peers present feedback to the faculty at the Monthly meetings: implemented fall 2021.
- Creation of end of semester student survey

- Currently the college evaluates each course annually in the fall semester. An online end of course evaluation has been created and will be deployed at the end of the spring 2022 semester. This will allow students the ability to provide feedback regarding their educational experience and preparation and facilitate quality improvement measures within the program.

Faculty

The LVN faculty are diverse in knowledge, qualified and adequate in number to meet the program goals. To ensure program success and on-going systematic program evaluation, the Allied Health Chair, Mrs. Carol Derkowski has allotted release time for the LVN department head which will begin summer 2022. The program plans to add an additional part-time faculty position spring 2022 to compensate for this release time.

Professional development is key in improving student and program outcomes. LVN faculty have implemented the following measures to ensure student success:

- Attended ATI Curriculum Alignment Training
 - This was completed in the summer of 2021 and ensures that appropriate products and examinations are integrated appropriately throughout the LVN curriculum. New alignment training will be conducted prior to the adoption of the fall 2022 LVN curriculum.
- Received designation of ATI Champions
- Attend Item writing workshops
 - This ensures faculty are writing exam questions that align to the NCSBN NCLEX-PN test plan, are leveled appropriately, and analyzed accordingly. Spring 2022
- Increase Simulation Integration with new Curriculum
 - In 2018 the WCJC Allied Health programs received a grant from the Johnson Foundation which expanded our classroom and clinical learning spaces to include a large state of the art simulation center. LVN faculty will begin nursing simulation training summer 2022 with ADN nursing faculty to improve student learning outcomes by providing a more hands-on approach to didactic content.
- Develop Peer Evaluation Program
 - LVN faculty will evaluate each other in the classroom setting to ensure content delivery aligns to course objectives and outcomes. A peer review will be established in spring 2022 to assist faculty members in identifying additional strengths and areas for improvement.
- Continuing Education
 - Faculty are permitted to schedule their classes so that they are available to attend the annual TCCTA and TAVNE conferences.
- ATI programing that supplements the LVN curriculum was upgraded to the Complete Package in the fall of 2021 and includes continuing education opportunities for the LVN faculty (on-going).

Students

The WCJC LVN program emphasizes personal attention to its students and their success. In the Spring of 2022 a mentoring program was implemented. This program was created to ensure all students within the LVN program are equipped with the necessary resources they need to be successful. Upon admission to the program, students are assigned to an LVN faculty member who serves as their mentor throughout the program. Students meet with their mentor at least twice each semester. The faculty mentor assists their assigned students in identifying strengths and weaknesses and coaches them as they develop strategies to achieve personal and academic goals. The mentor program also assists with referrals to numerous student services across the college as our student population has undergone many hardships caused by the COVID-19 pandemic.

In addition to the mentor program the follow measures have been implemented:

- New program admission policy
 - TEAS scores for admission were evaluated and changed from a requirement of 60 on composite and reading to a 65 on reading and math in 2021. The current 0822 cohort will reflect the 65 change. In addition, admission points will be awarded to students for higher TEAS scores. Admission points will also be awarded to students with completed pre-requisite courses towards their ADN and BSN degrees. Implementation Fall 2022.
- Student success program
 - A student success program is in place requiring students who achieve less than 75% average on their exams to attend a Test Review on questions missed and get immediate feedback. Roughly half way through each semester, students who achieve less than 75% average on exams are to meet with faculty for advising. Student creates a plan of action to make improvements in their course(s).

Curriculum

The LVN program recognizes that the program outcomes and Differentiated Essential Competencies (DECs) are the foundation for the curriculum. The current curriculum is being revised with a new curriculum and program outcomes to be implemented in fall 2022. The program realizes that the program outcomes must be comprehensive and should be used as building blocks to develop appropriate leveled course outcomes.

The new curriculum:

- Incorporates professional standards, guidelines, and competencies associated with LVN licensure;
- Is comprehensive and evidence based;
- Allows for the integration of a variety of teaching, learning, and evaluation strategies that will assist students in achieving course and program outcomes;
- Integrates a CAPSTONE course into the final semester

The LVN program is supported by Wharton County Junior College (WCJC) administration, the WCJC Board of Trustees, community partners, students, faculty, and staff.

**Systematic Evaluation Plan
Wharton County Junior College
Licensed Vocational Program
2021-2022
(Working)**

A. Program Outcomes

A.1. Expected Level of Achievement: 75% of the faculty will agree, that the program engages in an on-going, data driven systematic evaluation process (SEP) for assessment and evaluation of program outcomes.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
SEP Faculty Meeting Minutes Site visitor will have access	Program Director with Faculty Review	Annual August	Review of SEP and Faculty Meeting Minutes	November 2021: No vote taken with new SEP being developed.	Will review at monthly faculty meetings. Routine schedule to be created once initial SEP review is complete.
Faculty Meeting minutes demonstrate regular faculty engagement and review of program decisions and outcomes.					

A.2. Expected Level of Achievement: 75% of the faculty agree that they actively participate in decision-making regarding program effectiveness and continuous quality improvement efforts.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
SEP Faculty Meeting Minutes	Program Director with faculty review	Annual August	Review of SEP and Faculty and Curriculum Meeting Minutes	November 2021: 100% of faculty agree that they are actively engaged starting in August 2021 to present time. ELA met.	Review again in August 2022.

A.3. Expected Level of Achievement: *The program's annual NCLEX-PN pass rate will meet or exceed the Texas State Board of Nursing required first-time pass rate of 80%.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action								
Tx BON Quarterly and Annual Pass Rate Reports	Program Director	Annual February	Review and analysis of Tx BON Pass Rate Report data	February 2022: <table border="1" data-bbox="961 302 1621 428"> <thead> <tr> <th data-bbox="961 302 1287 334">Year</th> <th data-bbox="1287 302 1621 334">Pass Rate</th> </tr> </thead> <tbody> <tr> <td data-bbox="961 334 1287 367">0821</td> <td data-bbox="1287 334 1621 367">77.78%</td> </tr> <tr> <td data-bbox="961 367 1287 399">0820</td> <td data-bbox="1287 367 1621 399">68.42%</td> </tr> <tr> <td data-bbox="961 399 1287 428">0819</td> <td data-bbox="1287 399 1621 428">75.00%</td> </tr> </tbody> </table>	Year	Pass Rate	0821	77.78%	0820	68.42%	0819	75.00%	ELA not met. Program is in process of full curriculum revamp with improvement plan in place. Will re-evaluate February 2023.
Year	Pass Rate												
0821	77.78%												
0820	68.42%												
0819	75.00%												

B. Mission, Governance, and Resources

B. 1. Expected Level of Achievement: *75% of faculty will agree, that the program's philosophy, mission and goals are in alignment with the institutional mission and goals, and that the program outcomes are derived from the established mission and goals.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Meeting Minutes WCJC/LVN Core Values, Mission, and Goals Alignment Table	Program Director with faculty review	Annually in September	Analysis of program and institution mission, goals, and values with discussion and vote.	November 2021: 0% of faculty agree with the current program's philosophy, mission, and goals. ELA not met.	Faculty want to revamp the program's mission and goals. New mission and goals in November 2021 faculty meeting minutes. Will review program's philosophy.

B. 2. Expected Level of Achievement: *75% of Full-Time faculty will attend/participate in monthly Faculty Meetings.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action																																							
Faculty Meeting Minute Attendees Faculty attendance chart	Nurse Program Director with faculty review	Annual September	Review and analyze meeting attendance, participation and decision-making.	Example Chart: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Month/Year</th> <th style="text-align: center;">Percentage</th> <th style="text-align: center;">Notes</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </tbody> </table>	Month/Year	Percentage	Notes																																					
Month/Year	Percentage	Notes																																										

B. 3. Expected Level of Achievement: *The LVN Program Director is educationally and experientially qualified for the role and administratively entrusted with the responsibility and authorization to provide the leadership needed to achieve the programs' expected outcomes.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Program Director Position Description Program Director Resume Program Director Transcripts	Program Director	Every four years and when PD position changes.	Document review for compliance	November 2021: Kayla Drabek was approved by Wharton County Junior College and the Texas BON in July 2021.	Review in 2025 or when PD position changes.

B.4. Expected Level of Achievement: *Evidence exists that students and or student representatives are provided with opportunities to participate in program governance.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Meeting minutes with student reps	Program Director with faculty review	Bi-Annual December and May	Document review for compliance	December 2021: Students selected a student representative in December 2021 to be present at faculty meetings. Student representative presented concerns, found in December 2021 meeting minutes. ELA met. February 2022: Student rep present at Faculty meeting to present student concerns. See February 2022 meeting minutes.	Review again in May 2022.

B.5. Expected Level of Achievement: *Evidence exists that the program annually reviews program publications, documents and polices to ensure they are clear, accurate and accessible to communities of interest.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Meeting Minutes	Program Director with faculty review	Bi-annual January and August	Annual review of publications, documents and polices.	January 2022: Program information in catalog are reviewed and updated in the fall semester for the subsequent year. ELA met.	Review in August 2022.

B.6. Expected Level of Achievement: 75% of faculty and students will rate ≥ 3 , on a scale of 1-4, that the program has the necessary budgetary, human, instructional, physical, and technological resources to demonstrate achievement of the mission, goals, and expected program outcomes.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action																				
Annual Faculty Survey End of Semester Student Evaluations	Program Director	Bi-annual May and December	Survey(s) and Evaluation Analysis	<p>January 2022: Surveys do not exist. ELA not met.</p> <p>February 2022: Account made for class climate survey tool.</p> <p>Example Table:</p> <table border="1"> <thead> <tr> <th>Question</th> <th>FY 2021</th> <th>FY 2022</th> <th>FY 2023</th> </tr> </thead> <tbody> <tr> <td>Satisfaction of available resources (FACULTY)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Satisfaction with classroom space (FACULTY)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Satisfaction with classrooms (STUDENTS)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Satisfaction with equipment (STUDENTS)</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Question	FY 2021	FY 2022	FY 2023	Satisfaction of available resources (FACULTY)				Satisfaction with classroom space (FACULTY)				Satisfaction with classrooms (STUDENTS)				Satisfaction with equipment (STUDENTS)				Kayla Drabek will work on creating a survey for both faculty and students to assess the stated. Plan on implementing end of Spring 2022 semester. Review in May 2022.
Question	FY 2021	FY 2022	FY 2023																						
Satisfaction of available resources (FACULTY)																									
Satisfaction with classroom space (FACULTY)																									
Satisfaction with classrooms (STUDENTS)																									
Satisfaction with equipment (STUDENTS)																									

B.7. Expected Level of Achievement: Evidence exists that the nursing program resources are periodically reviewed and allocated as needed to sustain an environment of continuous quality improvement that enables the program to meet expected program outcomes and expected student-learning outcomes.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Meeting Minutes Annual Budget Purchase Orders	Program Director	Annual September	Document review for compliance		

C. Faculty

C.1. Expected Level of Achievement: *100% of faculty meet institutional and Texas Board of Nursing credentials.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action				
Faculty Table Faculty Files (HR and Program Director)	Program Director	Annual October	Document review for compliance	<p>November 2021: 100 % faculty are RNs with current licenses in Texas (Director verifies licensure through BON website and keeps in faculty files), and have at least 5 years of experience in multi-areas. ELA met.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">BSN</td> <td style="text-align: center;">RN</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">4</td> </tr> </table> <p>4 FT OPT</p> <p>December 2021: one full-time faculty moved to part-time. February 2022: a new part-time faculty was hired.</p>	BSN	RN	2	4	Review October 2022
BSN	RN								
2	4								

C.2. Expected Level of Achievement: *75% of faculty feel that the number of faculty is adequate to enable achievement of student learning and program outcomes.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty meeting minutes	Program Director with faculty review	Annual October	Document review	<p>November 2021: 0% of faculty agree. Faculty would like to invest in 2 part-time clinical instructors to elevate faculty's work load. ELA not met.</p> <p>February 2022: a new part-time faculty was hired for clinical. In the process of adding a second part-time faculty for clinical.</p>	Kayla Drabek to check with Allied Health Chair and HR with this process.

C. 3. Expected Level of Achievement: *100% of preceptors meet institutional and Texas Board of Nursing credentials.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Preceptor files	Program Director and faculty utilizing preceptors	Bi-annual, January, August and as new preceptors are assigned.	Document review for compliance	February 2022: Currently use one preceptor who meets institutional and Texas Board of Nursing credentials. ELA met. See preceptor's profile.	License was verified and kept in preceptor's file. Review in August 2022.

C.4. - Expected Level of Achievement: *100% of faculty will maintain the Texas State requirement of obtaining 20 CEU's over two years.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Files (current license)	Faculty Program Director	Annual October	Document review for compliance. TxBON audits CEU's, if licensed renewed, 20 CEU's obtained.	December 2021: 100% of faculty will maintain the Texas State requirements of obtaining 20 CE's over two years. ELA met.	Review in October 2022.

C.5. Expected Level of Achievement: *75% of faculty will attend the faculty in-service provided at the beginning of each semester.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Meeting Minutes Attendance Rosters In-Service Agendas	Nurse Program Director	Annual October	Document review for compliance	February 2022: 100% of Faculty attended mandatory college training in Fall 2021. Spring 2022, 2 of 3 full-time faculty attended mandatory college trainings. 1 full-time faculty out due to COVID. No make-up for missed training per college distance education department. ELA not met due to one faculty out from COVID.	ELA not met due to one faculty out from COVID. Will reassess October 2022.

C.6. Expected Level of Achievement: 100% of faculty who have worked consistently and sufficiently over the academic year will be peer-evaluated every other year to demonstrate competencies consistent with expected faculty outcomes.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Files Faculty Evaluation Forms Faculty Peer Review Forms	Program Director and assigned faculty	Every 2 years in October	Complete evaluations and review for achievement		

C.7. Expected Level of Achievement: 100% of FT faculty will be student-evaluated annually each Fall semester via WCJC Faculty Surveys.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Files Faculty Evaluation Forms (Files found in DC office and HR)	Program Director and division chair	Annual December	Complete and Review evaluations at faculty review by program director and division chair.	December 2021: 100% of faculty were student-evaluated for Fall 2021 Semester, completed by December 3, 2021. ELA met. Results pending.	Review once results are done.

D. Students

D.1. Expected Level of Achievement: 80% of students rate support services ≥ 3 on a scale of 1-4, to be student-centered, culturally responsive and readily available.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action																								
End of semester Student Surveys WCJC Handbook	Nurse Program Director with faculty review	Bi-annual August and January	Survey and Evaluation Analysis	Example table: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: center;">Service</th> <th style="text-align: center;">Cohort 2022</th> <th style="text-align: center;">Cohort 2023</th> <th style="text-align: center;">Cohort 2024</th> </tr> </thead> <tbody> <tr> <td>Mentor Program</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Classroom</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Equipment</td> <td></td> <td></td> <td></td> </tr> <tr> <td>ATI</td> <td></td> <td></td> <td></td> </tr> <tr> <td>College Resources</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Service	Cohort 2022	Cohort 2023	Cohort 2024	Mentor Program				Classroom				Equipment				ATI				College Resources				
Service	Cohort 2022	Cohort 2023	Cohort 2024																										
Mentor Program																													
Classroom																													
Equipment																													
ATI																													
College Resources																													

D.2. Expected Level of Achievement: *100% of student policies are congruent with those of the institution and are readily available to the public.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
LVN Student Handbook Brochures WCJC Student Catalog Program Website Faculty Meeting Minutes	Nurse Program Director with faculty review	Annual November	Review documentation for up-to-date accuracy.		

D.3. Expected Level of Achievement: *100% of student files will be maintained and secured in compliance with the policies of WCJC, the LVN program, state and federal guidelines.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Program, state and federal student file polices and guidelines Student Files WCJC Records Policy	Nurse Program Director	Annual November	Review guidelines and compare practice for compliance	February 2022: Student files are kept in locked filing cabinet with the department secretary. Files are kept for 3 years. Each year, the oldest file gets shredded.	ELA met. Will reassess November 2022.

E. Curriculum

E.1. Expected Level of Achievement: *80% of faculty will agree that the curriculum incorporates established professional standards (i.e., DECS, NPA, etc.), guidelines, and competencies associated with PN licensure.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty meeting minutes	Nurse Program Director with faculty feedback	Annual December	Document review for compliance		

E.2. Expected Level of Achievement: *100% of clinical affiliation agreements are comprehensive, are in a variety of settings, and designed to foster student acquisition of evidence-based practice competencies relevant to the workforce practice role as a practical nurse.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Program Clinical Affiliation Agreements	Nurse Program Director	Annual December	Review and analyze clinical affiliations for relevancy		

E.3 - Expected Level of Achievement: *Course syllabi reflect a variety of teaching, learning and evaluation strategies to assist students in achieving course and program outcomes.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Course Syllabi	Nurse Program Director with faculty review	Annual December	Review course Syllabi for compliance		

E.4. Expected Level of Achievement: 100% of faculty agree that the faculty use a variety of teaching, learning, and evaluation strategies that are evidence-based, student-centered, and designed to assist student achievement of expected course and program outcomes.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Meeting Minutes Blackboard Course Content	Program Director with faculty review	Annual December	Document review and analysis	<p>January 2022: 100% of faculty agree. ELA met.</p> <p>VNSG 1423: use of PowerPoints, skills videos, Soft Chalk lessons with embedded videos and pictures, hands-on skills demonstration and student practice time.</p> <p>VNSG 1429, 1432: use of PowerPoints and picmonics</p> <p>VNSG 1226: use of PowerPoints, classroom discussions, videos</p> <p>VNSG 1133: use of PowerPoints, classroom discussions, videos</p> <p>VNSG 1327: students participate on working problems on the board and show their way of solving dosage calculations.</p> <p>VNSG 1505: use of skills lab, classroom models, videos</p> <p>VNSG 2331: use of PowerPoints, skills videos, hands-on demonstration and student practice time.</p> <p>VNSG 1331: use of PowerPoints, incorporating more video and picmonics to enhance visual learning.</p> <p>VNSG 1230: use of PowerPoints, classroom models, and videos</p> <p>VNSG 1234: use of PowerPoints, classroom models, and videos</p> <p>VNSG 1119: class discussions, videos, projects, papers, online training</p>	Review May 2022. Student surveys to be deployed for evaluation.

E.5. Expected Level of Achievement: Evidence exists that grading policies and evaluation strategies are clearly defined and communicated to all students and consistently applied.

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Grading Policies Course Syllabi End of semester student surveys	Nurse Program Director with faculty review	Bi-Annual December and May	Survey Analysis	<p>January 2022: Grading policies are consistently provided in all syllabi for all courses to the students. Will be evaluated with student surveys being deployed May 2022.</p>	Review in May 2022.

E.6. Expected Level of Achievement: *100% of faculty will agree that they have the opportunity to be involved in curriculum review, revision, development and decision-making as a component of the continuous quality improvement process.*

Documentation	Responsibility	Frequency Cycle	Assessment Method	Report of Data and Analysis	Action
Faculty Meeting Minutes	Nurse Program Director with faculty review	Annual December	Review meeting minutes for compliance		

Appendix B

ATI 2021-2022 Integration (Working)

Health Assess 2.0	Course
Introduction to health assessment	VNSG 1661—Clinical II
General survey	VNSG 1661—Clinical II
Health history	VNSG 1661—Clinical II
Skin	VNSG 1661—Clinical II
Head, neck, and neurological	VNSG 1661—Clinical II
Respiratory	VNSG 1661—Clinical II
Cardiovascular	VNSG 1661—Clinical II
Abdomen	VNSG 1661—Clinical II
Musculoskeletal and neurological	VNSG 1661—Clinical II
Head-to-toe	VNSG 1661—Clinical II
Breast and Lymphatics	
Rectum and genitourinary	
Amira Hill: General survey	VNSG 1661—Clinical II
Amira Hill: Health history	VNSG 1661—Clinical II
Jeremy Reilly: Skin	VNSG 1661—Clinical II
Deion Barnes: Head, neck, and neurological	VNSG 1661—Clinical II
Lea Seko: Respiratory	VNSG 1661—Clinical II
Doris Anderson: Cardiovascular	VNSG 1661—Clinical II
Tamika Shaw: Abdomen	VNSG 1661—Clinical II
Ryan Martinez: Musculoskeletal and neurological	VNSG 1661—Clinical II
Shirley Williamson: Bronchitis	VNSG 2661—Clinical III
David Rodriguez: Musculoskeletal injury	VNSG 2661—Clinical III
Harold Stevens: Heart failure	VNSG 1160—Clinical I
Diane Radford: Cholecystitis	VNSG 2661—Clinical III
Timothy Lee: Head-to-toe challenge	VNSG 1160—Clinical I

Video Case Studies PN 2.0	Course
Acid-Base Imbalances	
ADLs	
Adverse Reactions to Medications	
Anxiety	
Apgar Scoring	VNSG 1230—MN
Bipolar Disorder	
Breastfeeding	VNSG 1230—MN
Client Rights	
Complications of Pregnancy	VNSG 1230—MN
Cultural Diversity	VNSG 1230—MN
Depression	
Enteral Feedings	
Fluid Volume	
Fundal Assessment	VNSG 1230—MN
Growth and Development	
Hand-Off Reports	
Heart Failure	
HIPAA	
Infection Control	
Informatics and Nursing	
Look- and Sound-Alike Medication	
Medication Administration	
Medication Interactions	
Metered-Dose Inhalers	
Mixing Insulins	
Neurocognitive Disorders	
Oral Care	
Oxygenation	
Pain Management	
Palliative and Hospice Care	
Pediatric Asthma	VNSG 1234—PEDI
Pediatric Dehydration	VNSG 1234—PEDI
Pharmacology Across the Lifespan	
Polypharmacy	
Priority Setting	
Safe Dosage	
Survival Potential	
Teamwork and Collaboration	
Therapeutic Communication	
Type 1 Diabetes Mellitus	
Urinary Tract Infections	
Wound Evisceration	VNSG 1160—Clinical I

Engage Fundamentals PN	Course
Nursing Foundations	
Scope and Standards of Practice	
Health Care Delivery	
Health Promotion, Wellness, and Disease Prevention	
Health Policy	
Communication	
Documentation	VNSG 1160—Clinical I
Ethical and Legal Considerations	
Professionalism and Leadership	
Clinical Judgment Process	
Priority-Setting Frameworks	
Managing Client Care	
Collaboration and Teamwork	
Evidence-Based Practice	
Informatics	
Patient-Centered Care	
Quality Improvement	
Safety	
Infection Control and Isolation	
Complementary and Integrative Health	
Medication Administration	
Mobility	
Client Education	
Vital Signs	
Human Growth and Development	VNSG 1133—G&D
Inclusion, Equity, and Diversity	VNSG 1133—G&D
Grief	
Self-Concept	
Stress and Coping	
Comfort, Rest, and Sleep	
End-of-Life Care	VNSG 1133—G&D
Elimination	
Fluid, Electrolyte, and Acid-Base Regulation	
Gas Exchange and Oxygenation	
Hygiene	
Nutrition	
Pain	
Sensory Perception	
The Surgical Client	VNSG 1160—Clinical I
Tissue Integrity	

Skills Modules 3.0	Course
Airway management	VNSG 2331—ANS
Blood administration	
Bowel elimination	
Central venous access devices	VNSG 2331—ANS
Closed-chest drainage	
Comprehensive physical assessment of a child	VNSG 1234—PEDI
Comprehensive physical assessment of an adult	VNSG 1423—BNS
Concepts of medication administration	
Diabetes mellitus management	
Enteral tube feeding	
Health care fraud, waste, and abuse prevention	
HIPAA	VNSG 1423—BNS
Infection Control	VNSG 1423—BNS
Injectable medication administration	VNSG 2331—ANS
Intravenous medication administration	
IV therapy and peripheral access	VNSG 2331—ANS
Maternal newborn	VNSG 1230—MN
Mobility	VNSG 1423—BNS
Nasogastric tube	VNSG 1423—BNS
Nutrition	
Oral and topical medication administration	
Ostomy care	
Oxygen therapy	
Pain management	
Personal hygiene	
Specimen collection	VNSG 2331—ANS
Surgical asepsis	
Urinary elimination	VNSG 1423—BNS
Vital signs	
Wound care	VNSG 1423—BNS
Virtual Scenario: blood transfusion	VNSG 2661—Clinical III
Virtual Scenario: HIPAA	VNSG 2661—Clinical III
Virtual Scenario: nutrition	VNSG 2661—Clinical III
Virtual Scenario: pain assessment	VNSG 2661—Clinical III
Virtual Scenario: vital signs	VNSG 2661—Clinical III

Pharmacology Made Easy 4.0	Course
Introduction to Pharmacology	
The Neurological System (Part 1)	
The Neurological System (Part 2)	
The Musculoskeletal System	VNSG 1331—PH
The Respiratory System	VNSG 1331—PH
The Cardiovascular System	VNSG 1331—PH
The Hematologic System	
The Gastrointestinal System	
The Reproductive and Genitourinary Systems	
The Endocrine System	VNSG 1331—PH
The Immune System	
Pain and Inflammation	VNSG 1331—PH
Infection	VNSG 1331—PH

Dosage Calculation and Safe Medication Administration 3.0	Course
Critical Care Medications	
Dosage by Weight	
Injectable Medications	
Medication Administration	VNSG 1327—EMA
Oral Medications	VNSG 1327—EMA
Parenteral (IV) Medications	VNSG 1327—EMA
Pediatric Medications	VNSG 1327—EMA
Powdered Medications	
Safe Dosage	

Real Life PN Medical Surgical 3.0	Course
Diabetes Mellitus	VNSG 2661—Clinical III
Heart Failure	VNSG 2661—Clinical III
Kidney Disease	VNSG 2661—Clinical III
Pneumonia	VNSG 2661—Clinical III
Urinary Tract Infection	VNSG 2661—Clinical III

Learning System PN 3.0	Course
Dynamic Quizzes	VNSG 1429—MS I, VNSG 1432—MS II

Civility Mentor	Course
Foundations of professionalism and civility	
Professionalism and civility in the academic environment	
Civility and patient safety in the clinical environment	
Professionalism and civility in nursing practice	

The Communicator 2.0	Course
Technique Identifier: Client experiencing aphasia	
Technique Identifier: Client experiencing thrombosis	
Technique Identifier: Client experiencing a stroke	
Technique Identifier: Client undergoing surgery	
Technique Identifier: Respecting clients' cultures	
Technique Identifier: Client undergoing weight-loss surgery	
Technique Identifier: Client living with asthma	
Technique Identifier: Client undergoing colorectal surgery	
Technique Identifier: Client undergoing knee surgery	
Technique Identifier: Client discharge planning	
Video Interaction: Aging client	
Video Interaction: Family in a stressful situation	
Video Interaction: Role as interprofessional team member	
Video Interaction: Client comfort and end-of-life care	
Video Interaction: Clients and their nutritional needs	
Virtual Interaction: Adolescent clients and performance enhancement substances	
Virtual Interaction: Adult clients at risk for medication misuse and suicide	
Virtual Interaction: Adult clients misusing alcohol	
Virtual Interaction: Adolescent clients at risk for suicide	
Virtual Interaction: Client care through telehealth	

Nurse's Touch: The Leader	Course
Case 1: Managing the Team	
Case 2: Client Safety Event	
Case 3: Interprofessional Communication	
Case 4: Quality Improvement	
Case 5: Interprofessional Team Leadership	

Nurse's Touch: Wellness and Self-Care	Course
Wellness, Health Promotion, and Disease Prevention	
Stress: Causes, Effects, and Management	

Self-Care: Eating Healthy and Maintaining a Healthy Weight	
Self-Care: Physical Activity	
Self-Care: Rest and Sleep	

Nurse's Touch: Nursing Informatics and Technology	Course
Informatics	
Literacy Skills and Consumer Educational Needs	
Information Management Systems	
Virtual Social Networks	

Nurse's Touch: Professional Communication	Course
Types of Communication	
Therapeutic Communication	
Factors that Affect Communication with Individuals and Groups	
Organizational Communication	
Client Education	

Nurse's Touch: Becoming a Professional Nurse	Course
Profession and Professional Identity	
Professional Nursing Practice	
Professional Behaviors in Nursing	
Socialization into Professional Nursing	

Achieve	Course
Test-Taking Skills	
Study Skills	
Classroom Skills	
Preparing for Clinical Experiences	VNSG 1160—Clinical I
Challenges for ESL Students	

NurseLogic 2.0	Course
Knowledge and Clinical Judgment	VNSG 1160—Clinical I
Nursing Concepts	
Priority Setting Frameworks	
Testing and Remediation	

Assessments	Course
Anatomy and Physiology Online Practice	VNSG 1505—HS
Anatomy and Physiology Proctor	
PN Adult Medical Surgical Online Practice A	VNSG 1432—MS II
PN Adult Medical Surgical Online Practice B	VNSG 1432—MS II
PN Adult Medical Surgical 2020 Proctor	VNSG 1432—MS II
PN Fundamentals Online Practice A	VNSG 2331—ANS
PN Fundamentals Online Practice B	VNSG 2331—ANS
PN Fundamentals 2020	VNSG 2331—ANS
PN Management Online Practice A	VNSG 1119—PD
PN Management Online Practice B	VNSG 1119—PD
PN Management Proctor 2020	VNSG 1119—PD
PN Maternal Newborn Online Practice A	VNSG 1230—MN
PN Maternal Newborn Online Practice B	VNSG 1230—MN
PN Maternal Newborn Proctor 2020	VNSG 1230—MN
PN Mental Health Online Practice A	VNSG 1238—MI
PN Mental Health Online Practice B	VNSG 1238—MI
PN Mental Health Proctor 2020	VNSG 1238—MI
PN Nursing Care of Children Online Practice A	VNSG 1234—PEDI
PN Nursing Care of Children Online Practice B	VNSG 1234—PEDI
PN Nursing Care of Children Proctor 2020	VNSG 1234—PEDI
PN Pharmacology Online Practice A	VNSG 1331—PH
PN Pharmacology Online Practice B	VNSG 1331—PH
PN Pharmacology Proctor 2020	VNSG 1331—PH
PN Comprehensive Online Practice A	3 rd Semester
PN Comprehensive Online Practice B	3 rd Semester
PN Comprehensive Predictor 2020	3 rd Semester
Test-Taking Strategies Seminar Pretest	1 st Semester
Test-Taking Strategies Seminar Posttest	1 st Semester

DRAFT LETTER

April 21, 2022

Kayla Drabek, BSN, RN, Director
Wharton County Junior College
Vocational Nursing
911 Boling Hwy
Wharton, Texas 77488

Dear Ms. Drabek:

At the April 21, 2022 hybrid meeting, the members of the Texas Board of Nursing (Board) considered the approval status for the Wharton County Junior College Vocational Nursing Education Program in Wharton Texas. Members of the Board wish to thank you, -----
----- for being present to answer questions.

Based upon various factors including the change in program leadership, the commitment of the college administration to the program, improvement in the 2021 pass rate, and the reality of the impact of COVID-19 on the program performance, it was the decision of the Board to continue the CONDITIONAL approval status of the Wharton County Junior College Vocational Nursing Education Program in Wharton, Texas, and to issue the conditions and requirements in the attached Board Order. A requirement is a mandatory criterion based upon program assessment that is directly related to the rules that must be addressed in the manner prescribed.

If you have any questions, or if we may be of any assistance, please contact Board Staff at beverly.skloss@bon.texas.gov or 512-318-3219.

Sincerely,

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

Copy: Betty McCrohan, BS, M.Ed., President
Carol Derkowski, RDH, MAIE, Division Chair of Allied Health

BEFORE THE TEXAS BOARD

ORDER OF THE BOARD

In the Matter of
Wharton County Junior College
Vocational Nursing Education Program
In Wharton, Texas

A public meeting in hybrid format of the Texas Board of Nursing, hereinafter referred to as the Board, was held on April 21, 2022, at 333 Guadalupe, Tower III, Room 100, Austin, Texas, to consider the approval status of the Wharton County Junior College Vocational Nursing Education Program in Wharton, Texas, pursuant to Section 301.157, Texas Occupations Code and 22 Tex. Admin. Code Chapter 214, based upon effects of the COVID-19 Pandemic, program progress during 2020 - 2021 and areas for improvement to align with Rule 214.

After review and due consideration of the filed materials, as well as the presentation by representatives from Wharton County Junior College in Wharton, Texas, and other interested parties, if any, the Board hereby CONTINUES the CONDITIONAL approval status of the Wharton County Junior College Vocational Nursing Education Program in Wharton, Texas, and imposes the following conditions/requirements:

1. The program shall not enroll students while on conditional status.
2. The program will remain on conditional approval status until the Board changes the program approval status, based on the program achieving at least an 80% pass rate for first-time candidates for the 2022 NCLEX-PN® examination year. The NCLEX-PN® examination year is January 1, 2022 through December 31, 2022.
3. The program must demonstrate full compliance with Rule 214 prior to consideration of a change in approval status.
4. Failure to comply with Requirements 1, 2, and 3 may result in withdrawal of program approval.

Entered this 21st day of April, 2022

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