

**Consideration of Findings from a Virtual Survey Visit
Frank Phillips College in Borger, Texas
Vocational Nursing Education Programs**

Summary of Request:

Consider the report of findings from a virtual survey visit Frank Phillips College (FPC) Vocational Nursing (VN) Education Program in Borger, Texas, with active extension sites in the Panhandle. This visit served as a routine survey visit with the director, faculty, and students from the five sites where the VN program is offered. The previous in-person survey visits to FPC was conducted in July 2013. The November 9-10, 2021, virtual survey visit was conducted by Janice I. Hooper, PhD, RN, FRE, CNE, FAAN, ANEF.

Historical Perspective:

- FPC is a community college located in Borger, Texas, that was founded in 1948, and holds accreditation from the Commission on Colleges of the Southern Association of Colleges & Schools to award associate degrees. The total enrollment is approximate 1,604, with approximately 37% as full-time students.
- FPC also provides the VN program to sites in Perryton, Dalhart, Dumas, and Hereford. FPC and rural hospitals in nearby rural communities established the Rural Nursing Education Consortium (RNEC) in 2020 to provide nursing education to meet the needs for qualified nurses to work in hospitals, clinics, and doctor offices across the Panhandle of Texas. Amarillo College has joined the initiative to provide an opportunity for the VN graduates to continue their education to gain an Associate Degree in Nursing with eligibility to become Registered Nurses.
- The original VN program began in 1973.
- NCLEX-PN® examination pass rates for the past five years are provided in the table below:

Frank Phillips College VN Program

Exam Year	NCLEX-PN® Pass Rate	First Time Candidates (Passed/Tested)	BON Approval Status
2021 preliminary	93.10%	27/29	Full Approval
2020	100%	28/28	Full Approval
2019	100%	17/17	Full Approval
2018	100%	20/20	Full Approval
2017	100%	13/13	Full Approval

- There are no other health science programs offered at FPC.

- Bethany Callaway, MSN, RN was approved as Program Director in 2018 following her role as nursing faculty member. Her tenure in the Director role has included orienting to this new position of leadership, managing the challenges of the pandemic, collaborating in the establishment of the RNEC, and serving as RNEC Director. Before she entered nursing, Ms. Callaway was a teacher in the public school system and has a strong educational background.

Board Staff Perspective:

One of the most serious areas in need of nurses is in the rural community. A strategy to meet the need is to educate local citizens to become nurses since they will remain in the community and understand rural health needs and lifestyle. The Panhandle of Texas is an area of need for nurses. FPC and hospitals in rural cities in the Panhandle have collaborated in establishing the RNEC. Thirty-six VN nursing students are currently enrolled in the program across five sites. Amarillo College has joined the initiative with an opportunity for VN graduates to advance their education to become registered nurses.

This report will provide an update of the current VN program and the status of the RNEC.

Summary of Survey Visit:

Documents Provided to Board Staff Prior to Visit:

Board Staff reviewed the following items made available online prior to the visit:

- Curriculum Outline
- Syllabi for all courses
- Clinical Learning Experiences Documents:
 - Schedules of students in clinical settings
 - Clinical Evaluation Tools
 - Student Evaluation Forms for competency assessment, medication administration competency, physical assessment competency checklist, simulation rubrics, and student self-evaluations
- Instructions for concept maps and care plans
- Faculty Meeting Minutes
- Faculty Handbook
- Faculty Orientation and Evaluation Forms
- Faculty and Student Files – list of content
- Director Job Description
- Academic Program Review Summary (FPC document)
- Rosters

Individuals Participating in and Schedule for the Virtual Survey Visit:

FPC hosted the online ZOOM meetings:

- November 9, 2021 – Meeting between Bethany Callaway, MSN, RN, Program Director and Dr. Janice Hooper, Board Staff

- November 9, 2021 – Meeting between Administration, Program Director, and Board Staff
 - Dr. Glendon Forgey, President
 - Dr. Shannon M. Carroll, Vice President of Academics
- November 10, 2021 – Meeting between Board Staff and nursing faculty
 - Lisa Duncan – Anatomy and Physiology instructor
 - Tim DiTirro, MSN, RN, Pharmacology, Dumas clinical
 - Kathy Bauerle, RN – Pediatric Dalhart clinical
 - Shelby Bandy, RN, Mental Health, Hereford clinical
 - Casey Money, RN – Geriatrics, Perryton clinical
- November 10, 2021 – Meeting with 14 VN Students at the Borger campus
- November 10, 2021 – Pre-exit meeting between Program Director and Board Staff
 - Bethany Callaway, Program Director
 - Dr. Hooper, Board of Nursing
- November 10, 2021 – Exit review with the following attending:
 - Dr. Carroll, Vice President of Academics
 - Melody Henderson, PhD, RN, Director of Nursing, Golden Plains Community Hospital
 - Laura Sargent, Administrative Assistant
 - Bethany Callaway, MSN, RN, Director of Nursing FPC
 - Don Bates, BS, MBA, CEO Golden Plains Community Hospital
 - Dr. Forgey, President, FPC
 - Kathy Bauerle, RN, FPC, Faculty
 - Shelbie Bandy, RN, FPC, Faculty
 - Kelly Judice, MSN, RN, CNO, Ochiltree General Hospital
 - Jeff Turner, CEO, Moore County Hospital

Findings from the Review of Documents and Online Meetings:

Administration and Organization:

- Dr. Glendon Forgey, FPC President, and Dr. Shannon M. Carroll, Vice President of Academics, discussed their visions for growth at FPC. Nursing is the only health-related program at FPC and nursing students take prerequisites at FPC or Amarillo College. The college has grown over 30% in recent years. Dr. Forgey has been at FPC less than one year and Dr. Carroll for over 25 years.
- FPC has the distinction of being the first community college to use distance learning in the 1970's.
- Other majors of interest at FPC are business and agriculture.

Nursing Faculty:

- There is one faculty member at each program site. During the faculty interview, each faculty discussed their background in nursing and their experiences teaching at FPC.
- Faculty provide didactic instruction for their areas of specialty.
- Since the hospitals are small, faculty for each site supervise students in the clinical setting. Preceptors are used for maternity experiences.

- Faculty discussed the insights they gain from the student self-evaluations and their strategies to meet student needs.
- Faculty described their teaching techniques to guide students in critical thinking when they are providing nursing care.
- Faculty are selected for employment by FPC and carry out regular faculty responsibilities, but are paid by the hospitals. This allows faculty salaries to be at the level of practicing nurses while providing educational activities for future hires in their facilities.
- Faculty are provided opportunities for professional growth in nursing education. They discussed new concepts learned from a Nurse Tim workshop during the summer.
- As the RNEC began, a faculty member was added at Hereford. Faculty orientation for new faculty normally begins with a one-week introduction with the Program Director at the main campus.
- Since the college year ends in May, nursing faculty may work in the hospital during the summer, thus maintaining their clinical skills.
- Since the program is small with faculty at various locations, they have two planned faculty meetings each year but many spontaneous communications to discuss and respond to new issues and processes. Board Staff suggested keeping a log of decisions made through impromptu discussions.

Nursing Students:

Current student numbers for the one-year program are:

Campus	Number of Enrolled Students
Borger	10
Hereford	6
Dalhart	7
Dumas	8
Perryton	3
Total	34

- When new students are in orientation, they are provided eligibility information by the Administrative Assistant. Board Staff recommended students sign an attendance sheet acknowledging they received the information.
- The Student Handbook was found to be in compliance with Board rules.
- The Program Director reported that attrition is related to the rigor and pace of the program, which may be difficult for some students.
- The preliminary NCLEX-PN® pass rate for 2021 is 93.10% with 27 students passing of the 29 who tested. The Program Director stated there will be no more test-takers for the year. She knew that there were personal issues that impacted the two students that did not pass. Board Staff commend programs with a pass rate over 90%.
- All students are required to belong to the “Nurse Club,” which encourages professional socialization and serving the community through service learning projects.
- In the student interview, many students stated they entered nursing at FPC because they had always to be a nurse and wanted to help people.

- They agreed that the nursing program makes a strong effort to promote a feeling of cohesiveness among students at the various sites.
- Students respectfully requested lots of communication from faculty, clear instructions so they know what is expected of them, and consistency in grading among faculty. None of these were meant to be criticisms.

Program of Study:

- The curriculum is based on the *Differentiated Essential Competencies (2021)* throughout the program. This allows for objectives to be broadly based which is consistent with their integrated curriculum model.
- FPC relied on totally remote classes only for a couple months before returning to face-to-face classes during the early period of the pandemic. Classes across the five sites are connected through TEAMS where microphones and speakers are available for optimal student participation.

NEPIS 2020 data for FPC:

Program Data	
Total Enrollment	39
Graduates	29
Program Length	12 months (including prerequisites)
Clinical Hours	Computer – 139 hours Skills lab – 309 hours Simulation – 48 hours Hands-on – 476 hours Total - hours
Types of Clinical	50% acute care, 30% long term care, 20% community 48 hrs peds, 32 hrs maternity

Clinical Learning Experiences:

- Students in the FPC VN program are exposed to a wide variety of clinical settings with opportunities not always available to other VN students. Their clinical opportunities were minimally affected by the pandemic, and mostly in long term care settings.
- Since the hospitals are small, student assignments are made from admitted patients.

Facilities:

- The program provided photographs of all sites and facilities were found adequate for nursing education, including resources for skills labs and simulation experiences.

Total Program Evaluation:

The program has a total program evaluation plan.

Pros and Cons of Program Review:

Strengths:

The VN program at FPC is an effective model of how a community college in partnership with hospitals across a rural area is providing nursing education to provide competent nurses for health care agencies.

Quality Indicators Recognized: (Spector et al., 2020).

1. The administration at FPC not only demonstrates support for the VN program at FPC but has a vision for the future needs of the multi-communities.
2. Faculty maintain their clinical skills in their teaching role and by maintaining a practice role during summers, where possible.
3. The curriculum emphasizes critical thinking and faculty pose questions to students that stimulate their decision-making about patient care.
4. The VN students are assigned patients for hands-on care with a variety of patients in different settings.
5. Clinical schedules allow for quality simulation experiences interspersed with hands-on patient care.
6. Collaboration through the RNEC make it possible for VN students to engage in valuable clinical experiences where they are treated as a part of the team.
7. Faculty are able to role model professional behaviors.
8. Administration supports professional development for the faculty for their ongoing growth in nursing education.

Challenges:

The VN program is a very fast-paced program that is demanding on students with many outside responsibilities.

Staff Recommendation:

Move to accept the report of the findings of the virtual survey visit to the Frank Phillips College Vocational Nursing Education Program in Borger, Texas, as indicated in the attached letter (Attachment #1).

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 Regulation*, 11(2), S1-S64.

Draft Letter

Bethany Callaway, MSN, RN
Program Director
Vocational Nursing Education Program
Frank Phillips College
Borger, Texas 79008

Dear Ms. Callaway:

At the January --, 2022 Board meeting, members of the Texas Board of Nursing considered the findings from the virtual survey visit conducted on November 9-10, 2021, for the Vocational Nursing Education Programs in Borger, Texas with its extensions in Hereford, Dalhart, Dumas, and Perryton. It was the decision of the Board to accept the survey visit report and to thank Frank Phillips College for assisting and participating in the virtual survey visit.

If you have any questions, or if we may offer assistance, please contact Board Staff at Janice.hooper@bon.texas.gov or (512) 305-6814.

Sincerely,

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

Copy: Dr. Glendon Forgey, President
Dr. Shannon M. Carroll, Vice President of Academic Affairs