

**Consideration of Change in Approval Status
From Conditional Approval to Full Approval
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 (TCHCP) Associate Degree Nursing Education (ADN) Program in Houston, Texas, from Conditional Approval to Full Approval based upon the preliminary 2022 NCLEX-RN® examination pass rate, 2021 survey visit findings, findings in the 2020 Self-Study Report (SSR), and areas for improvement to align with Rule 215.

Historical Perspective:

- TCHCP Licensed Vocational Nurse (LVN)-to-ADN Education Program in Houston received initial approval from the Texas Board of Nursing (Board) in July 2014.
- TCHCP is privately owned, licensed as a career school with approval to offer educational programs by the Texas Workforce Commission (TWC) and holds accreditation from the Accrediting Bureau of Health Education Schools (ABHES).
- TCHCP holds a Certificate of Authorization from The Texas Higher Education Coordinating Board to grant the associate degree.
- The ADN program director role has been filled by four different directors in the past seven years.
- Dorothy M. Conley, MSN, MBA, RN-CNE, was approved by the Board on March 21, 2022, as the Director. Ms. Conley has over 26 years of nursing experience with five years in nursing education.
- Ms. Conley has responsibility for both the ADN and Vocational Nursing Education (VN) Programs. Ms. Conley served as faculty at TCHCP ADN Education program prior to her appointment.
- The NCLEX-RN® examination pass rates since the program inception are included in the table below:

NCLEX Examination Year	BON Approval Status	Pass Rates	Number of First Time Candidates (Passed/Total)
2022	Full (pending)	89.66%	26/29
2021	Conditional	69.77%	30/43
2020	Full with 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
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- The program has submitted two Self-Study Reports (SSRs), one in 2017 due to the 2016 pass rate and one in 2020 due to the 2019 pass rate.
- Due to the NCLEX-RN pass rate for 2017 and non-compliance with Rule 215, the Board changed the approval status of the ADN program in January 2018 from Initial Approval to Initial Approval with Warning and issued a requirement for a survey visit. All Board ordered requirements, based on the survey visit, were fulfilled in a timely manner.
- In January 2018, the Board changed the approval status of the ADN program from Initial with Warning to Full Approval based on the 95.00% NCLEX-RN pass rate and compliance with Rule 215.
- Due to the 2019 NCLEX-RN® examination pass rate of 65.52%, a second SSR was submitted in 2020. The program director and faculty members identified multiple factors that may have contributed to the NCLEX-RN® pass rate falling below 80% and designed an improvement plan.
- The program has provided several updates to Board Staff regarding their corrective measures. Despite efforts made for improvement, the pass rate for 2020 was 57.14%.
- In January 2021, the Board changed the approval status of the ADN program from Full Approval to Full Approval with Warning and issued a requirement for a survey visit. The Board ordered virtual survey visit was conducted in May 2021.
- Due to the continuing NCLEX-RN® pass rate below 80.00% for 2021 and areas that needed improvement, the program was placed on Conditional Approval at the April 2022 Board Meeting.
- When programs are on Conditional Approval, they are prohibited from enrolling new students.
- TCHCP has made improvements to the program of study over the past two years to enhance the performance of students.

Staff Rationale for Recommendation:

The program has demonstrated a preliminary pass rate for first-time candidates of 89.66% on the 2022 NCLEX-RN® examination and is currently in full compliance with Rule 215. Though the Board usually addresses approval status changes for professional nursing education programs at the April Board when the previous year's pass rates are officially reviewed, Board Staff recommend removal of a Conditional status at an early date. This action removes the severe penalty of not being able to admit new students to the program.

Staff Recommendation:

Move to change the approval status for The College of Healthcare Professions Associate Degree Nursing Education Program in Houston, Texas from Conditional Approval to Full Approval based upon review of the preliminary 2022 NCLEX-RN® examination pass rate and compliance with Rule 215, as indicated in the attached letter and Board Order (See Attachment #2).

THE COLLEGE OF HEALTH CARE PROFESSIONS NORTH WEST CAMPUS(CHCP HNW)
12230 Northwest Freeway
Houston, Texas 77092
(713) 435-3100
December 28, 2022

CHCP-HNW 2022 ADN NCLEX Success Plan

Introduction

CHCP-Houston Northwest (CHCP-HNW) NCLEX pass rate for first-time test-takers was slated to be at 70% for the April 2022 Texas State Board of Nursing report. While increasing from the previous year's report of 57%, the 70% consequently resulted in the status of the program to be downgraded to conditional status because of failing to reach the minimal requirement of 80% first-time graduates passing the exam. CHCP was required to meet this minimal requirement by December 31, 2022, or be subject to the possibility of losing the program in 2023.

The following is a brief overview of the processes that were implemented to re-establish and demonstrate the evidence of academic quality within the CHCP-HNW ADN program. While there were no guarantees to this or any model for addressing the poor performance of first-time graduates on the NCLEX exam; the development, implementation, rigorous management, and ongoing assessment of this corrective action plan was utilized to achieve the pass rate outcomes of 90% for first time test takers in year ending 2022.

ADN NCLEX Success Plan

Stage I

The initial stage of the ADN NCLEX Success Plan began in January 2022 with the hiring of an NCLEX Coordinator, who immediately identified the need for mentorship and guidance for at risk ADN students. The Nursing Department began a series of processes to identify programmatic remediation needs and implement a systematic remediation plan open to all students within the program.

Stage 2

The second stage of the plan began in February with the transition of Mrs. Dorothy Conley, MBA MSN, BS, RN from NCLEX Coordinator to ADN Program Director and the hiring of Dr. Alonzo James as Director of Operations for the HNW-Campus. Collectively, their focus on the CHCP ADN Success Plan was to identify and implement practices that would facilitate the attainment and continued maintenance of the 80% NCLEX® pass rate. Upon their initial review of the resources available to ADN students and faculty, it was identified that with the exception of one (1) highly recommended resource; ([UWorld NCLEX Test Prep](#)), that the CHCP ADN program had the necessary resources needed to facilitate this pass rate goal.

To accomplish this, the formal ADN NCLEX Success Plan consisting of six (6) essential elements was developed and presented to all program stakeholders. These **Elements** are as follows:

- (1) Training & utilization of ATI & HESI products throughout the ADN program
- (2) Pre-Testing to assess baseline data and content knowledge gaps
- (3) Continuous remediation to improve the students' grasp of material not yet mastered.
- (4) Post-testing to assess student progress.
- (5) Predictor-testing to assess student readiness for NCLEX testing.
- (6) Consistent assessment rigor within all courses and enforcement of course completion requirements

Stage 3

The third stage of the ADN NCLEX Success Plan is inclusive of all programmatic faculty, staff, students and HNW Leadership. The essential elements are now being incorporated throughout our Concepts I, Concepts II, Concepts III and NCLEX Preparation Courses. The ADN team is dedicated to the success of this project and continues to work diligently behind the scenes in curriculum development, resource training, guided tutoring, and the monitoring of student success throughout the program. Additionally, the entire team feels confident that the consistent utilization of these essential elements will facilitate immediate and long-term achievement of programmatic outcomes.

Element 1 – Successful Training (faculty & student), Implementation, Testing and Remediation of the Assessment Technologies Institute (ATI) and the strategic use of HESI Products within the CHCP ADN Nursing Program

Status - Currently Ongoing

Purpose: Facilitate student success using ATI & HESI products as learning tools and to apply these products consistently & strategically across all clinical nursing courses in the curriculum. The purpose of ATI & HESI product implementation is two-fold: Product implementation as a learning tool for success and testing for NCLEX readiness.

Overview: Students will have access to ATI & HESI products. Faculty will be trained to facilitate implementation of related ATI and HESI products by assigning learning activities to the students during each course in the curriculum. ATI and HESI assignments and completion requirements will be outlined on the course syllabus.

Element 1, 2 & 5

Cohort 13 - (Capstone “A” Pre-Test) Baseline Data Retrieval

Status – Completed with Cohort 13 & 14 and continues in current remaining Cohorts 15 & 16

CHCP Course: RNSG 2502 (AKA Concepts III) – Concepts of Professional Nursing Practice III for Articulating Students

Assessment Resource Utilized: Proctored ATI RN Capstone Pre-Test

Discussion: ATI RN Capstone Pretest performed on all active students within this cohort to identify a baseline predictor score. This predictor score identifies the expected percentile rank on the RN Comprehensive Predictor Exam each student is likely to score.

Results: Pre-Test Scores ranged 52% - 80%, with an adjusted group rate of 65.5%

Interpretation: Students scoring at the 68% range (6) were ranked in the 50th percentile, while those scoring 80% (2 students) were in the 90th percentile. All remaining students scored at 65% or lower and were ranked between the 4th and 38th percentile. The groups baseline adjusted score was 65.4% or 38th percentile

Elements 1 & 3

Cohort 13 - Guided Remediation Plan

Status - Currently Ongoing

Assessment Resource Utilized: ATI Focused Module Remediation

Discussion: Based upon Capstone Pretest, Focused Module Remediation is a personalized study plan that is designed to help individual students address gaps in their knowledge and improve their grasp on the material that not yet mastered.

Students are progressing through each module identified by ATI and have their progress tracked daily/weekly by their faculty member(s) and Program Chair. Additionally, the results of the ATI RN Capstone Pretest have been provided to the faculty member who incorporates needed content into lectures and tutoring sessions.

Elements 1, 4, 5 & 6

Cohort 13 (Capstone “B” Post-Test) AKA Comprehensive Predictor Assessment

ATI Resource Utilized: Proctored ATI RN Capstone Post-Test & Comprehensive Predictor

Discussion: The ATI RN Capstone Post-Test/Comprehensive Predictor will be performed on all active students within this cohort to identify student’s progress after their individualized ATI Focused Module Remediation. The Comprehensive Predictor is the last stop for our students before they enter intensive NCLEX prep. This three-hour, 180-item, proctored test is designed to help students assess their likelihood of passing the NCLEX while detailing areas for further remediation.

Status, Results & Interpretation: Completed with Cohort 13 & 14 and continues in current remaining Cohorts 15 & 16. Post-Test Scores.

Results: Pre-Test Scores ranged 68% - 89%, with an adjusted group rate of 76.3%

Interpretation: Students scoring at the 68% range (2) were ranked in the 68th percentile, while those scoring 88% (2 students) were in the 90th percentile. All remaining students scored at 68% to 75% and were ranked between the 38th percentile – 90th percentiles. The adjusted group score was 74% or 76th percentile

Elements 1 thru 6

8 Week Intensive NCLEX Preparation Course

Status - Completed with Cohort 13 & 14 and continues in current remaining Cohorts 15 & 16

CHCP Course: RNSG 2231 – Professional Nursing Review and Licensure Preparation Course

ATI Resource Utilized: ATI Capstone Content Review + Virtual ATI (VATI) NCLEX Review

HESI Resource Utilized: HESI NCLEX Predictor – 900 minimum score required

Prerequisite: Successful Completion of RNSG 2502 (AKA Concepts III)

Remediation for Non-Matriculating Students: Students not meeting 75% test average for the course and/or not successfully completing the ATI Focused Module Remediation (RNSG2502) ***will not*** matriculate into this final 8-week NCLEX Preparation Review Course. Students who have not successfully met this prerequisite will be/were re-enrolled in RNSG 2502 (Concepts III).

Additionally, non-matriculating students will be allowed to audit the RNSG 1542 (Concepts II) Concepts of Professional Nursing Practice II for Articulating Students while awaiting enrollment into their failed Concepts III course.

ATI Resource Utilized: ATI Capstone Content Review + Virtual ATI (VATI) NCLEX Review + HESI NCLEX Predictor

Addition Recommended Resource: 30-60 Day subscription to [UWorld NCLEX Test Prep](#).

Discussion: The VATI interactive review course covers every essential subject area on the NCLEX exam, plus provides test-taking strategies, critical-thinking exercises, Q&A practice and access to new assessments. Based upon the results of their VATI Pre-test, students will be provided with:

- Personal Coach and detailed NCLEX Test Plan
- Focused Content Remediation Modules
- Mandatory 3 Day Live Review (Boot Camp)
- CHCP Instructor Facilitated Tutoring and Remediation Plan Monitoring

Course Completion Requirements: Successful completion of this course requires satisfactory completion of all the following requirements:

- Completion of ATI Capstone Pre-test
- Completion of all Focused Content Remediation Modules
- 100% attendance of Mandatory 3 Day Live Review (Boot Camp)
- ATI Capstone Post-test score of 78% or greater. This minimal score corresponds to the 88th percentile rank on the AKA Comprehensive Predictor Assessment.
- ATI “Green Light” (verification of Focused Content Remediation Modules)
- Successfully passing the HESI NCLEX Predictor with a score of 900 or better
- Students not scoring a minimum of 900 on the HESI NCLEX Predictor are immediately remediated

Contributors to CHCP-HNW Successful NCLEX Success Plan

1. Joint Success Plan venture between Nursing Department and CHCP Leadership to instill program rigor to promote student outcomes as Priority I.
2. Student mentorship and remediation, plus remediation and more remediation.
3. Continuous faculty training on ATI and HESI NCLEX preparation
4. To assure that our students have access to the most recent learning strategies, a full ATI package was purchased. ATI included case studies, HESI assessments with NCLEX style and predictor questions.
5. Extending RNSG 2230 Comprehensive Nursing Review and Licensure Preparation from four (4) weeks to eight (8) weeks.
6. Weekly faculty mandate to include 25-50 NCLEX practice Q & A with rationale in each course
7. ATI summary analysis was used to identify assessment questions that were incorrect by a high percentage of the class. These topics were reviewed and discussed during the next class session.
8. Enhanced the simulation lab. Each student attended four hours of simulation and twelve hours of clinical experience at a health care facility or virtual.

In summary, the ADN program updated the curriculum, used standardized ATI & HESI assessments within courses, identified at risk students, began a mentorship program, and focused on remediation. The data from the ATI & HESI predictors for NCLEX pass rates served as a guide for faculty and students to focus on areas that they did not reach the benchmark.

Dorothy M. Conley MBA, MSN, BS, RN NE-C

DRAFT LETTER

January 23, 2023

Dorothy M. Conley, MSN, MBA, RN-CNE, Program Director
The College of Health Care Professions
Associate Degree Nursing Program
240 Northwest Mall Blvd.
Houston, Texas 79092

Dear Ms. Conley:

At the January 19, 2023, meeting, members of the Texas Board of Nursing (BON) discussed the approval status of The College of Health Care Professions Associate Degree Nursing Education Program in Houston, Texas, based upon review of the preliminary 2022 NCLEX-RN[®] examination pass rate and compliance with Rule 215.

Based upon the discussion and review of information, it was the decision of the Board to change the approval status of The College of Healthcare Professions Associate Degree Nursing Education Program in Houston, Texas, from CONDITIONAL APPROVAL to FULL APPROVAL as indicated in the attached Board Order. Congratulations on this achievement and the opportunity to move forward.

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: Ian Avington, Campus President
Alonzo B. James III, DHSc, MMS, BAOM Director of Operations
Texas Workforce Commission
Accrediting Bureau of Health Education Schools

BEFORE THE TEXAS BOARD

ORDER OF THE BOARD

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

A public meeting of the Texas Board of Nursing, hereinafter referred to as the Board, was held on January 19, 2023, at 10100 Burnet Rd Building 137, Austin, Texas, to consider the approval status of The College of Healthcare 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 2022, findings in the 2020 Self-Study Report, and compliance with Rule 215.

After review and due consideration of the filed materials, as well as the presentation by representatives from The College of Healthcare Professions Associate Degree Nursing Education Program in Houston, Texas and other interested parties, if any, the Board hereby CHANGES the approval status of The College of Healthcare Professions Associate Degree Nursing Education Program in Houston, Texas from CONDITIONAL APPROVAL to FULL APPROVAL.

Entered this 19th day of January 2023

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