

**REPORT OF ROUTINE SIX-YEAR SURVEY VISIT
 ARMY PRACTICAL NURSE PROGRAM
 PHASE TWO SITE
 DWIGHT DAVID EISENHOWER ARMY MEDICAL CENTER
 FORT GORDON, GEORGIA**

SUMMARY OF REQUEST:

Consider the report of the six-year routine survey visit to the Army Practical Nurse Program Phase Two site at Dwight David Eisenhower Army Medical Center, Fort Gordon, Georgia conducted on April 25, 2007.

HISTORICAL PERSPECTIVE:

Year	Approval Status	NCLEX-PN® Pass Rate	Number of First-Time Candidates Passed/Total
2006	Full	93.98 %	312/332
2005	Full	94.87 %	426/449
2004	Full	95.07%	309/325

- Texas has served as the central approval authority for the U.S. Army Practical Nurse Course since January 1986.
- The Army offers a phased vocational/practical nursing program. Phase One is offered at Ft. Sam Houston in Houston, Texas. All soldiers entering the nursing program, enter through Phase One. At the end of Phase One, the soldiers/students are separated into cohorts and assigned to select Phase Two sites for completion of the didactic and clinical portions of the program.
- The Phase Two sites are located Brooke Army Medical Center in Houston, Texas, Fort Bliss in El Paso, Texas, Dwight David Eisenhower Army Medical Center at Fort Gordon in Atlanta, Georgia, Walter Reed Army Medical Center in Washington, District of Columbia, and Fort Lewis in Tacoma, Washington.
- The last routine survey visit of the Dwight David Eisenhower Army Medical Center at Fort Gordon in Atlanta, Georgia Phase Two site occurred in 2001.

SUMMARY OF SURVEY VISIT:

- The school is located in facilities on the Dwight David Eisenhower Army Medical Center campus.
- Col. Deborah Betts, Assistant Chief Nurse and LTC Rebecca Douglas (replacing LTC Jones-Morgan) were present for the opening conference.
- The site director, LTC Mary Jones-Morgan and NCOIC SFC Daniel White were present for the opening conference and during the survey visit, providing additional information to Board staff.
- Faculty and student interviews were conducted during the survey visit.
- The exit conference was attended by hospital administration.
- See Attachment One for complete survey findings.
 - **214.4 Approval** - criteria met.
 - **214.5 Philosophy/Mission and Objectives/Outcomes** - criteria met.
 - **214.6 Administration and Organization** - area of concern.
 - The organizational chart reflects placement of the Phase Two site within the US Army Medical Department Center and School, Academy of Health Sciences. However, there is a dual reporting structure of the faculty to hospital command.
 - There is concern that the dual mission of program faculty and staff and the site requirement to meet both missions is placing the quality of the program at risk.

Access to qualified individuals for the nursing program is an issue. The staffing needs of the hospital is the primary goal. Staffing of the practical nursing program is secondary.

- **214.7 Faculty Qualifications and Faculty Organization** - criteria met.
 - Faculty turnover is very high in the practical nursing program due to the frequent rotation of military personnel. Of the current faculty of thirteen, five members (38.46%) are rotating out. This includes the program director who has been in place for less than one year. Faculty turnover in the past year has been 50%.
- **214.8 Students** - area of concern.
 - Information regarding eligibility for licensure is limited to rule information only. Information from the Nursing Practice Act must be incorporated.
- **214.9 Program of Study** - criteria met
- **214.10 Management of Clinical Learning Experiences and Resources** - criteria met
 - The program officials have established collaborative agreements with civilian clinical sites to augment the patient populations not available in the military sites.
- **214.11 Facilities, Resources and Services** - criteria met.
- **214.12 Records and Reports** - criteria met
- **214.13 Total Program** - criteria met

PROS AND CONS:

Pros-

- Program officials have established collaborative agreements with civilian facilities which provide opportunities to augment the patient population available in the military sites.
- Adequate physical space and resources is more than adequate to accommodate student learning.
- The hospital command is supportive of the program.

Cons-

- Access to a pool of qualified faculty is limited.
- There is a high turnover of program faculty.

STAFF RECOMMENDATION:

Move to accept the report of the routine six-year survey visit of the Army Practical Nurse Program Phase Two site, Dwight David Eisenhower Army Medical Center at Fort Gordon in Atlanta, Georgia and issue the commendation, recommendations and requirement to be met based on staff recommendation, as indicated in the attached letter (See Attachment Two).

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(c) Clinical objectives/outcomes shall be stated in behavioral terms and shall serve as a mechanism for evaluating student progression.		Criteria Met
(d) The conceptual framework shall provide the organization of major concepts from the philosophy/mission of the program that provides the underlying structure or theme of the curriculum and facilitates the achievement of program objectives/outcomes.		Criteria Met
(e) The faculty shall periodically review the philosophy/mission and objectives/outcomes and shall make appropriate revisions to maintain currency.		Criteria Met
§ 214.6 Administration and Organization		
<p>(a) The controlling agency shall be licensed or accredited by a Board-recognized agency.</p> <p>(b) There shall be an organizational chart indicating lines of authority between the vocational nursing education program and the controlling agency.</p>	<p>The organizational chart reflects the placement of the program in the US Army Medical Department Center and School. However the program faculty and staff has a dual reporting responsibility to the hospital.</p> <p>Budgeted funds are flowed into the Hospital and then dispensed to the program based on need.</p> <p>The hospital command evidences support of the program.</p>	Criteria Met
(c) The program shall have comparable status with other educational units within the institution (controlling agency).		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(d) The controlling agency shall:</p> <p>(1) be responsible for satisfactory operation of the vocational nursing program;</p> <p>(2) meet rules and regulations as stated in this chapter;</p> <p>(3) provide the number of faculty necessary to meet minimum standards set by the Board and to insure a sound educational program;</p> <p>(4) provide for suitable classroom and clinical facilities;</p> <p>(5) provide secretarial assistance;</p> <p>(6) provide sufficient funds for operation and maintenance of the program to meet requirements set by the Board; and</p> <p>(7) select and appoint a qualified registered nurse director or coordinator for the program who meets the requirements of the Board. The director shall:</p> <p>(A) hold a current license or privilege to practice as a registered nurse in the state of Texas;</p> <p>(B) have been actively employed in nursing for the past five years, preferably in supervision or teaching. If the director has not been actively employed in nursing for the past five years, the director's advanced preparation in nursing, nursing education, and nursing administration and prior relevant nursing employment may be taken into consideration by the Board staff in evaluating qualifications for the position;</p> <p>(C) have a degree or equivalent experience that will demonstrate competency and advanced preparation in nursing, education, and administration; and</p> <p>(D) have had five years of varied nursing experience since graduation from a professional nursing education program.</p>	<p>1. The dual mission of the program faculty is a concern. The faculty are sometimes pulled out of the program to perform duties related to the hospital mission.</p> <p>2. Access to a pool of qualified individuals to serve as faculty in the practical nursing program is secondary to the hospital mission.</p> <p>3. Turnover in the program is very high (Currently 38.46%). Turnover is facilitated by the assignment of faculty with a shortened availability (example, a Reserve office with only less than one year of service time left). Faculty turnover in the past year has been 50%.</p>	<p>Recommendation 1</p> <p>Actively consider the options for centralizing the command of the Army Practical Nursing Program officers and NCOs so that the quality of education has primary consideration in quality of faculty selection and that the duty assignments reflect the needs of the program.</p> <p>Recommendation 2</p> <p>Evaluate other methods of delivery of content, such as distance or online methods, to alleviate the some of the demands for instructors.</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(e) When the director or coordinator of the program changes, the director or coordinator shall submit to the Board office written notification of the change indicating the final date of employment. The controlling agency shall ensure that:</p> <p>(1) a new director or coordinator qualification form is submitted to the Board office for approval prior to being hired at an existing program or a new program;</p> <p>(2) the director may have responsibilities other than the program provided that an assistant program coordinator/lead instructor is designated to assist with the program management;</p> <p>(3) a director with responsibilities other than the program shall not have major teaching responsibilities; and</p> <p>(4) written job descriptions exist which clearly delineate responsibilities of the director, coordinator and lead instructor, as appropriate.</p>		Criteria Met
<p>(f) In a fully approved vocational nursing education program, if the individual to be appointed as director or coordinator does not meet the requirements for director or coordinator as specified in subsection (d)(7) of this section, the administration is permitted to petition for a waiver of the Board's requirements, according to Board guidelines, prior to the appointment of said individual.</p>		Criteria met
<p>(g) A newly appointed director or coordinator of a vocational nursing education program shall attend the next scheduled orientation provided by the board staff.</p>		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(h) The director or coordinator shall have the authority to direct the program in all its phases, including approval of teaching staff, selection of appropriate clinical sites, admission, progression, probation, and dismissal of students. Additional responsibilities include but are not limited to:</p> <p>(1) providing evidence of faculty expertise and knowledge to teach curriculum content;</p> <p>(2) acting as agent of the Board and issuing temporary permits to eligible graduates, upon completion of the program;</p> <p>(3) verifying student's completion of program requirements on the Affidavit of Graduation; and</p> <p>(4) completing and submitting the Annual Report to the Board office by the required date.</p>		Criteria met
<p>§ 214.7 Faculty Qualifications and Faculty Organization</p>		
<p>(a) There shall be written personnel policies for nursing faculty that are in keeping with accepted educational standards and are consistent with the policies of the controlling agency. Faculty policies shall include, but not be limited to: qualifications, responsibilities, performance evaluation criteria, and terms of employment.</p> <p>(1) Policies concerning workload for faculty and the director or coordinator shall be in writing.</p> <p>(2) There shall be written plans for faculty orientation, development and evaluation.</p> <p>(3) There shall be orientation of new faculty members at the onset of employment.</p> <p>(4) A variety of means shall be used to evaluate faculty performance such as self, student, peer and administrative evaluation.</p>		Criteria met See comments under 214.6, Administration and Organization.
<p>(b) Minimum Teaching Personnel - there shall be a minimum of one full-time nursing instructor for the program A director/coordinator without major teaching or clinical responsibilities shall not be considered a full-time instructor. Use of part-time instructors is permissible.</p>		Criteria met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(c) Faculty Qualifications and Responsibilities.</p> <p>(1) Documentation of faculty qualifications shall be included in the official files of the program. Each faculty member shall:</p> <p>(A) hold a current license or privilege to practice nursing in the State of Texas;</p> <p>(B) have been actively employed in nursing for the past three years. If the instructor has not been actively employed in nursing for the past three years, the instructor's advanced preparation in nursing, nursing education, and nursing administration, and prior relevant nursing employment may be taken into consideration in evaluating qualifications for the position; and</p> <p>(C) have had three years varied nursing experiences since graduation.</p>		Criteria Met see 214.6
<p>(2) In fully approved programs, if an individual to be appointed as faculty member does not meet the requirements for faculty as specified in subsection ©) of this section, the director or coordinator is permitted to petition for a waiver of the Board's requirements, according to Board guidelines, prior to the appointment of said individual.</p>		N/A
<p>(3) Faculty shall be responsible for:</p> <p>(A) supervision of students in clinical learning experiences;</p> <p>(B) all initial nursing procedures in the clinical area and ascertain that the student is competent before allowing the student to perform an actual nursing procedure independently;</p> <p>(C) developing, implementing, and evaluating curriculum; and</p> <p>(D) participating in the development of standards for admission, progression, probation, dismissal of students, and participation in academic guidance and counseling.</p>	RN co-teachers are identified for those content areas taught by LVN/LPNs.	Criteria Met
<p>(4) Non-nursing faculty are exempt from meeting the faculty qualifications as long as the teaching assignments are not nursing didactic or clinical courses.</p>		N/A

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(5) Clinical preceptors shall be responsible for providing clinical instruction and/or supervision when a program faculty member is unavailable in clinical sites. The clinical preceptor shall meet the requirements of Rule 214.10(k)(1).		Criteria Met
(6) Substitute faculty may be employed to meet emergent program needs. Substitute faculty beyond ten consecutive working days and/or on an interim basis shall meet qualifications as specified in Rule 214.7(c)(1).		Criteria Met
(7) Part-time faculty may participate in all aspects of the program. Clear lines of communication of program policies, objectives and evaluative criteria shall be included in policies for part-time faculty.		Criteria Met
(8) Military faculty - Federal laws and regulations regarding licensure of military nursing personnel shall apply to Texas based military faculty members functioning within vocational nursing programs.		Criteria Met
(d) The faculty shall meet regularly and function in such a manner that all members participate in planning, implementing and evaluating the nursing program. Such participation includes, but is not limited to the initiation and/or change in program policies, personnel policies, curriculum, utilization of affiliating agencies, and program evaluation. Minutes of faculty organization and meetings shall document the reasons for actions and the decisions of the faculty and shall be available for reference.		Criteria Met.
§214.8 Students		
(a) The program shall have well defined student policies based upon statutory and Board requirements.	50 "Junior Students" are scheduled to graduate January 2008. 49 "Senior Students" are scheduled to graduate July 2007.	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(b) Individuals enrolled in approved vocational nursing education programs preparing students for licensure shall be provided verbal and written information regarding conditions that may disqualify graduates from licensure and of their rights to petition the Board for a Declaratory Order of Eligibility. Required eligibility information includes: (1) Texas Occupations Code §§ 301.252, 301.257, and 301.452-469; and (2) Sections §§213.27-213.30 of the Texas Administration Code (relating to Good Professional Character, Licensure of Persons with Criminal Convictions, Criteria and Procedure Regarding Intemperate Use and Lack of Fitness in Eligibility and Disciplinary Matters, and Declaratory Order of Eligibility for Licensure).</p>	<p>The eligibility information does not include the statute(§§ 301.252, 301.257, and 301.452-469)</p>	<p>Requirement: The program shall revise eligibility information to include the full requirements of rule 214.8.</p>
<p>(c) Admission requirements shall be stated in the student policies. Programs shall set reasonable educational requirements for admission. Applicants shall present evidence of being able to meet objectives/outcomes of the program. All students shall be pretested. Tests shall measure reading comprehension and mathematical ability.</p>	<p>General Technical/Skills Test is used as pre entrance tests.</p>	<p>Criteria Met</p>
<p>(d) Reasons for dismissal shall be stated in student policies.</p>		<p>Criteria Met</p>
<p>(e) Copies of the student policies shall be furnished to all students at the beginning of the school year. The school shall maintain a signed receipt of student policies in all students' records. It is the school's responsibility to define and enforce student policies.</p>		<p>Criteria Met</p>
<p>(f) The number of students admitted to the program shall be determined by the number of qualified faculty, adequate educational facilities and resources, and the availability of appropriate clinical learning experiences for students. Programs shall not accept admissions after the third day of class.</p>		<p>Criteria Met</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(g) Students shall be allocated at least 18 days leave for vacation and/or holidays. All scheduled holidays are to be observed on the holidays designated by the controlling agency. Vacation time shall be scheduled at the same time or all students.</p>		Criteria Met
<p>(h) Students shall meet the requirements of Rule 214.9(e) related to Program of Study to be eligible for graduation from an approved vocational nursing education program.</p>		Criteria Met
<p>(i) Acceptance of transfer students and evaluation of allowable credit for advanced placement remains at the discretion of the coordinator or director of the program and the controlling agency. Upon completing the program's requirements, the individual is considered to be a graduate of the school.</p>		N/A
<p>(j) Records of student conferences shall be kept and made available to the student involved and all faculty members. Students shall be provided written documentation of all conferences.</p>		Criteria Met
<p>(k) Students shall have the opportunity to evaluate faculty, courses, and learning resources and these evaluations shall be documented.</p>	<p>During interview, students offered a solution to the perceived inequality in teaching expertise and instructional style. Students requested that those faculty members with BSN credentials or higher act as didactic instructors. Other faculty could serve as clinical supervisors.</p>	Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>§ 214.9 Program of Study</p>		
<p>(a) The program of study shall be: (1) a minimum of 1,398 clock hours; 558 hours for classroom instruction and 840 hours for clinical practice. Class hours shall include actual hours of classroom instruction in nursing and non-nursing Board-required courses/content. Clinical practice shall include actual hours of practice in clinical areas, clinical conferences, and/or simulated lab experiences; (2) scheduled with the placement of courses or course content throughout the entire length of the program; (3) organized by subject and content to meet the needs of the program; (4) based on the philosophy/mission and objectives/outcomes; (5) based on sound educational principles; (6) designed to prepare graduates to practice according to The Nursing Practice Act, Standards of Nursing Practice, Unprofessional Conduct Rules, and other laws and regulations which pertain to various practice settings; (7) designed and implemented to prepare students to demonstrate the <i>Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002</i>; and (8) designed to teach students to use a systematic approach to clinical decision making.</p>	<p>Theory = 566 Clinical = 860 All required components present.</p>	<p>Criteria Met</p> <p><u>COMMENDATION:</u> The Deputy Director is commended for her attention to detail in plotting the curriculum across the year. (See photo insert)</p>

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(b) The faculty shall be responsible for the development, implementation and evaluation of the curriculum based upon the following guidelines:</p> <p>(1) Framework. The philosophy/mission shall be the basis for curriculum development and shall reflect the purpose of the organization, faculty beliefs, and education concepts. Clinical learning objectives/outcomes derived from the philosophy/mission shall be representative of the Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate Degree (Dip/ADN), Baccalaureate (BSN), September 2002 for preparation of a vocational nurse graduate. Clinical and course objectives/outcomes shall be stated in behavioral terms and shall serve as the mechanism for student progression. The conceptual framework shall define the internal and external influences impacting vocational nursing education and shall identify the educational method and focus.</p> <p>(2) Design and Implementation. The curriculum shall be designed and implemented to prepare students to demonstrate the <i>Differentiated Entry Level Competencies of Graduates of Texas Nursing Programs, Vocational (VN), Diploma/Associate degree (Dip/ADN), Baccalaureate (BSN), September 2002</i>. The curriculum design shall allow for flexibility to incorporate current nursing education theories and the implications of current developments in health care and health care delivery to assist graduates in meeting professional, legal, and societal expectations. Educational mobility shall also be a consideration in curriculum design.</p>		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(3) Specific Provisions. Instruction shall be provided in biological, physical, social, behavioral, and nursing sciences, including body structure and function, microbiology, pharmacology, and nutrition; signs of emotional health; and human growth and development. Vocational adjustments and nursing skills shall also be included. Courses may be integrated or separate. The selection and organization of the learning experiences in the curriculum shall provide continuity, sequence, and integration of learning. Didactic and skills laboratory experiences shall be concurrent. Correlated didactic and clinical practice shall be provided in the following areas, but not necessarily in separate courses:</p>		Criteria Met
<p>(A) Nursing Care of Children. Experiences shall include care of children and meeting their needs in a variety of age groups in both the acute and non-acute care setting. Day care and clinic settings may be utilized as supplementary experience. Common health deviations, physical, psychological, and neurological handicaps, and nutritional needs shall be emphasized. Students shall have opportunities to develop understanding of normal growth and development and the influences of the family, home, church, school, and community. Student practice in caring for and understanding the needs of newborn infants shall also be included.</p>		Criteria Met
<p>(B) Maternity Nursing. Opportunities shall be provided for students to gain an understanding of the psychological and physiological aspects of pregnancy, labor, and puerperium. Assisting mothers in the care of their infants shall be emphasized. A variety of settings, including clinics, organized maternity units, and maternity cases in non-segregated units, may be utilized for provision of maternity nursing experience.</p>		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(C) Nursing Care of the Aged. Opportunities shall be included for the care of individuals experiencing specific changes related to the aging process. Students shall develop an understanding of the physical and mental changes associated with aging and the implications of aging in planning nursing care.</p>		Criteria Met
<p>(D) Nursing Care of Adults. Opportunities shall be provided to the student through the use of various resources to care for adults who have health deviations. Resources used shall include learning experiences to illustrate the individual as a member of the family, the responsibilities and functions of the community in the provision of nursing care, and the types of agencies where nursing is practiced. Preventive, therapeutic, and rehabilitative aspects shall be provided. Experiences shall also include the physical, psychological, and spiritual components of health and disease. Experience shall include, but not be limited to, the acute care settings.</p>		Criteria Met
<p>(E) Nursing Care of Individuals With Mental Health Problems. Learning opportunities shall include an understanding of personality development, human needs, common mental mechanisms, and factors influencing mental health and mental illness. Common mental disorders and related therapy shall be included. Clinical experience in a unit or facility specifically designed for psychiatric care is optional.</p>		Criteria Met
<p>(c) Classroom instruction shall include organized student/faculty interactive learning activities, formal lecture, audiovisual presentations, and simulated laboratory instruction.</p>		Criteria Met
<p>(d) The curriculum plan, including course outlines, shall be kept current and available to faculty and Board representatives.</p>		Criteria Met
<p>(e) A system of grading shall be in place which does not allow grades of less than a "C" on any subject area required for licensure eligibility listed in this chapter.</p>		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(f) Major revisions to the curriculum must be submitted to the Board office following Board guidelines for review and approval prior to implementation. Major revisions include:(1) changes in philosophy/mission;(2) revisions in program hours; and (3) addition/reduction of courses in the program of study.		Criteria Met
(g) All programs implementing a curriculum change shall provide an evaluation of the outcomes of these changes and submit them with the Annual Report through the first graduating class.		Criteria Met
(h) There shall be provision for continuous development, implementation, and evaluation of the curriculum.		Criteria Met
(i) Programs may allow individuals to challenge the vocational nursing education curriculum, and shall develop and define such policies to meet theory and practice requirements for challenging credit.		Criteria Met
(j) Adaptation to the calendar in the college catalog is permissible.		N/A
(k) Programs shall apprise the Board office of any program changes.		Criteria Met
§ 214.10 Management of Clinical Learning Experiences and Resources		
(a) Faculty shall be responsible for student clinical practice evaluations. Clinical practice evaluations shall be correlated with level and/or course objectives including formative and summative evaluation. Students shall receive a minimum of three clinical evaluations during the program.		Criteria Met
(b) Clinical practice shall include actual hours of practice in clinical areas, clinical conferences, and/or simulated lab experiences.		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(c) Clinical experiences shall include the administration of medications, health promotion and preventive aspects, nursing care of persons throughout the life span with acute and chronic illnesses, and rehabilitative care. Students shall participate in instructor supervised patient teaching. Students shall also be provided opportunities for participation in clinical conferences. The focus of clinical conferences shall be student experiences in the clinical setting. Simulated laboratory experiences may also be utilized as a teaching strategy in classroom and clinical settings to meet objectives.</p>		Criteria Met
<p>(d) Scheduling of student time and clinical rotations shall be made by the program faculty. Selected clinical learning experiences will remain unchanged unless a client's condition demands reassignment. Reassignment must be approved with prior consent of faculty.</p>		Criteria Met
<p>(e) The student's daily client assignment shall be made in accordance with clinical objectives/outcomes and learning needs of the students. The total number of daily assignments shall not exceed five clients.</p>		Criteria Met
<p>(f) Consideration of selection of a clinical site shall include: (1) client census in sufficient numbers to meet the clinical objectives/outcomes of the program; and (2) evidence of collaborative arrangements in those facilities, which support multiple nursing programs.</p>	<p>Students verbalized concern about exclusion of male students from L&D in civilian facilities.</p>	<p>Criteria Met Recommendation #3: Continue to interface with civilian facilities. Strive for student access to learning experiences regardless of student's gender.</p>
<p>(g) There shall be a written affiliation agreement between the controlling agency and the affiliating agency before the affiliation begins. The agreement shall outline the responsibilities of each agency entering the agreement. The agreement shall contain a withdrawal of participation clause indicating a minimum period of time to be given for notice of such withdrawal.</p>		Criteria Met
<p>(h) Affiliation agreements are optional for those clinical experiences which are observation only.</p>		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(i) The affiliating agency shall:</p> <p>(1) provide clinical facilities for student experiences;</p> <p>(2) provide space for conducting clinical conferences for use by the school if classrooms are located elsewhere;</p> <p>(3) provide assistance with clinical supervision of students, including preceptorships, by mutual agreement between the affiliating agency and controlling agency; and</p> <p>(4) have no authority to dismiss faculty or students. Should the affiliating agency wish to recommend dismissal of faculty or students, such recommendation(s) shall be in writing.</p>		Criteria Met
<p>(j) The faculty member shall be responsible for the supervision of students in clinical learning experiences.</p> <p>(1) When a faculty member is the only person officially responsible for a clinical group, then the group shall total no more than ten (10) students. Patient safety shall be a priority and may mandate lower ratios, as appropriate. The faculty member shall supervise that group in only one facility at a time, unless some portion or all of the clinical group are assigned to observational experiences in additional settings.</p> <p>(2) Direct faculty supervision is not required for an observational experience. Observational experiences may be used to supplement, but not replace patient care experiences, and must serve the purpose of student attainment of clinical objectives.</p>		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(k) Faculty may use clinical preceptors to enhance clinical learning experiences and to assist faculty in the clinical supervision of students.</p> <p>(1) Faculty shall develop written criteria for the selection of clinical preceptors.</p> <p>(2) When clinical preceptors are used, written agreements between the vocational nursing education program, clinical preceptor, and the affiliating agency, when applicable, shall delineate the functions and responsibilities of the parties involved.</p> <p>(3) Faculty shall be readily available to students and clinical preceptors during clinical learning experiences.</p> <p>(4) The designated faculty member shall meet periodically with the clinical preceptors and student(s) for the purpose of monitoring and evaluating learning experiences.</p> <p>(5) Written clinical objectives, evaluation criteria, and written description of expectations shall be shared with the clinical preceptors prior to or concurrent with the experience.</p>		Criteria Met

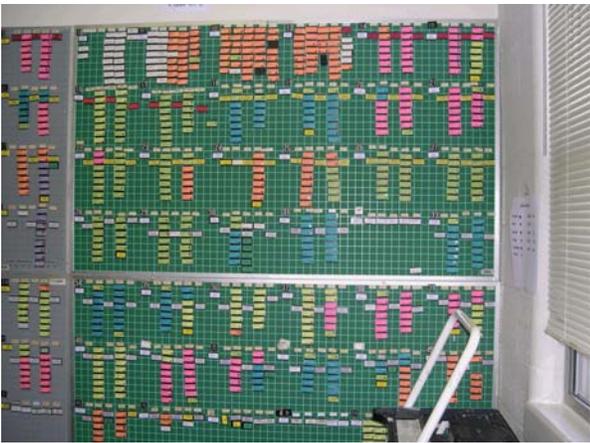
STANDARD/CRITERIA	EVIDENCE	COMMENTS
<p>(l) Clinical preceptors may be used to enhance clinical learning experiences after a student has received clinical and didactic instruction in all basic areas of nursing or within a course after a student has received clinical and didactic instruction in the basic areas of nursing for that course or specific learning experience.</p> <p>(1) In courses which use clinical preceptors for a portion of clinical learning experiences, faculty shall have no more than 12 students in a clinical group.</p> <p>(2) In a course which uses clinical preceptors as the sole method of student instruction and supervision in clinical settings, faculty shall coordinate the preceptorship for no more than 24 students.</p> <p>(3) the preceptor may supervise student clinical learning experiences without the physical presence of the faculty member in the affiliating agency or clinical practice setting.</p> <p>(4) The preceptor shall be responsible for the clinical learning experiences of no more than two students per clinical day.</p> <p>(5) The preceptor shall be accountable for evaluating the student using clinical objectives developed by vocational nursing faculty.</p> <p>(6) Clinical preceptors shall have the following qualifications:</p> <p>(A) competence in designated areas of practice;</p> <p>(B) philosophy of health care congruent with that of the nursing program; and</p> <p>(C) current licensure or privilege to practice nursing in the State of Texas.</p>		Criteria Met
<p>(m) The total weekly schedule throughout the length of the program shall not exceed 40 hours per week including both class and clinical practice hours. Class and clinical practice hours shall be continuous. Students shall be assigned two consecutive non-class days off each week.</p>		Criteria Met
<p>(n) Programs shall not permit utilization of students for health care facility staffing.</p>		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
§ 214.11 Facilities, Resources, and Services		
(a) Classrooms and nursing skills laboratory facilities shall be provided to accommodate the learning needs of the students.	One classroom equipped with 70 desks, chairs and computers. A second space has been allocated for identical furnishings. Additional classroom space is located in separate building (see attachment 2)	Criteria Met
(b) An appropriately equipped skills laboratory shall be provided to accommodate maximum number of students allowed for the program. The laboratory shall be equipped with hot and cold running water. The laboratory shall have cabinets for storage of equipment.		Criteria Met
(c) The director or coordinator and faculty shall have office space provided , other than the classroom. There shall be privacy for counseling of students.		Criteria Met
(d) The learning resources, library, and departmental holdings shall be current, use contemporary technology appropriate for the level of the curriculum, and be sufficient for the size of the student body and the needs of the faculty. (1) Provisions shall be made for accessibility, availability, and timely delivery of information resources. (2) Facilities and policies shall promote effective use, i.e. environment, accessibility, and hours of operation.		Criteria Met
(e) Teaching aids shall be provided to meet the objectives of the program.		Criteria Met
(f) Adequate restrooms and lounges shall be provided convenient to the classroom.		Criteria Met
§ 214.12 Records and Reports		
(a) Student Forms - Student records shall be maintained on all students and shall be accessible to all faculty members and to Board representatives. Record forms may be developed by an individual school. Hospital employment forms are not to be used for student records.		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(b) Required Student Forms - The required student forms are the student application, evidence of student's ability to meet objectives/outcomes of the program, clinical practice evaluation, transcript, signed receipt of written student policies, evidence of student receipt of eligibility information, and statement of withdrawal.		Criteria Met
©) Record Storage - Records shall be safely stored to prevent loss, destruction, or unauthorized use. Records of all graduates must be complete prior to permanent storage. Records on students who withdraw from the program shall be completed up to the date of withdrawal.		Criteria Met
(d) Retention of Student Records - All records shall be maintained for two years. At minimum, a transcript shall be retained as a permanent record on all students.		Criteria Met
§ 214.13 Total Program Evaluation		
(a) There shall be a written plan for the systematic evaluation of the total program. The plan shall include evaluative criteria, methodology, frequency of evaluation, assignment of responsibility, and indicators (benchmarks) of program and instructional effectiveness. The following broad areas shall be periodically evaluated: (1) organization and administration of the program; (2) philosophy/mission and objectives/outcomes; (3) program of study, curriculum, and instructional techniques; (4) educational facilities, resources, and services; (5) affiliating agencies and clinical learning activities; (6) students' achievement; (7) graduates' performance on the licensing examination; (8) graduates' nursing competence; (9) faculty members; performance; and (10) extension programs.		Criteria Met
(b) All evaluation methods and instruments shall be periodically reviewed for appropriateness.		Criteria Met

STANDARD/CRITERIA	EVIDENCE	COMMENTS
(c) Implementation of the plan for total program evaluation shall be documented in the minutes.		Criteria Met
(d) Major changes in the nursing education program shall be evidence-based and supported by rationale.		Criteria Met

Photos taken during survey visit.



DRAFT LETTER

July 25, 2007

LTC Sharon Pryor
US. Army Practical Nurse Program
2250 Stanley Road, Suite
Ft. Sam Houston, TX 78234

Dear LTC Pryor:

At the July 19-20, 2007 meeting, the members of the Board of Nurse Examiners for the State of Texas considered the report of the routine six-year survey visit to the Army Practical Nurse Program Phase Two site at Dwight David Eisenhower Army Medical Center at Fort Gordon in Atlanta, Georgia.

It was the decision of the Board to accept the report of the survey visit and issue the following commendation, recommendations and requirement to be met:

COMMENDATION:

The Deputy Director is commended for her attention to detail in plotting the curriculum across the year.

RECOMMENDATIONS:

The program is encouraged to:

1. Actively consider the options for centralizing the command of the Army Practical Nursing Program officers and NCOs so that the quality of education has primary consideration in quality of faculty selection and that the duty assignments reflect the needs of the program.
2. Evaluate other methods of delivery of content, such as distance or online methods, to alleviate the some of the demands for instructors
3. Continue to interface with civilian facilities. Strive for student access to learning experiences regardless of student's gender

REQUIREMENT:

Rule 214.8(f) related to Students, states that "Required eligibility information includes: (1) Texas Occupations Code §§ 301.252, 301.257, and 301.452-469; and (2) Sections §§213.27-213.30 of the Texas Administration Code (relating to Good Professional Character, Licensure of Persons with Criminal Convictions, Criteria and Procedure Regarding Intemperate Use and Lack of Fitness in Eligibility and Disciplinary Matters, and Declaratory Order of Eligibility for Licensure)..." Review of documents during the survey visit revealed that the information related to the Nursing Practice Act is not included in the eligibility information provided to students. **Therefore**, the program shall revise eligibility information provided to students to include the full requirement of Rule 214.8.

Recommendations are suggestions based upon program assessment indirectly related to the rule. The program must respond in a method of the program's choice. Requirements are mandatory criterion based on program assessment directly related to the rule that shall be addressed in the manner prescribed.

Please provide a complete response to recommendations and requirement no later than September 30, 2007. Board staff is available to address questions and concerns. If we may be of any assistance, please contact board staff at (512) 305-6815 or by email at robbin.wilson@bne.state.tx.us.

Sincerely,

Linda R. Rounds, PhD, RN, FNP
President

Robbin Wilson, MSN, RN
Nursing Consultant for Education