

**Consideration for Change of Approval Status from Full with Warning to Full  
 Concorde Career Institute in Arlington, Texas  
 Vocational Nursing Education Program**

**Summary of Request:**

Consider a proposed change in the program approval status of Concorde Career Institute Vocational Nursing (VN) Education Program in Arlington, Texas, based upon review of the 2011 NCLEX-PN® examination pass rate; the 2011 Nursing Education Program Information Survey; the 2011 Compliance Audit for Nursing Education Programs; Board Rule 214; and the January 27, 2012 survey visit.

**Historical Perspective:**

- The Concorde Career Institute Vocational Nursing Program has been in operation since 1996.
- The NCLEX-PN® examination pass rates for the past seven years are presented in the following table:

Year	BON Approval Status	NCLEX-PN® Pass Rate	Number of First Time Candidates (Passed/Total)
2011	Pending	87.17%	197/226
2010	Full with Warning (April 2011 Board)	78.28%	209/267
2009	Full	79.55%	210/264
2008	Full	81.67%	196/240
2007	Full	85.52%	254/297
2006	Full	86.70%	163/188
2005	Full	88.69%	149/168

- The program currently offers two tracks: a 13-month full-time daytime track and a 20-month part-time track with a total enrollment of 328 students in the two tracks.
- The 13-month full-time daytime track enrolls four cohorts per year during odd years and five cohorts per year during even years. The evening/weekend track enrolls two or three cohorts per year depending upon calendar alignment.
- The maximum number of students to be enrolled per cohort in the 13-month full-time daytime track is 50 students and the maximum number of students to be enrolled per cohort in the 20-month evening/weekend track is 32 students. Frequently, the maximum number of 50 enrollees per cohort in the full-time daytime track is not achieved due to a variety of reasons, including a lack of qualified applicants.
- The program employs 24 full-time and 18 part-time faculty members.

- The program has been nationally accredited by the Accrediting Bureau of Health Education Schools since 1998.
- Resultant to the 2009 NCLEX-PN® examination pass rates, the school administrators initiated a comprehensive internal self-study to identify NCLEX-PN® examination pass rate issues and to develop corrective actions.
- The corrective measures included:
  - completing the transition from four terms to five terms for each cohort subsequent to a Board approved curriculum change;
  - increased rigor in the program of study with use of test blueprinting based on the NCLEX-PN® detailed test plan regarding client needs with the incorporation of Bloom's Taxonomy;
  - utilization of item analyses for examinations;
  - changes to entrance testing;
  - use of Assessment Technologies Institute rather than Educational Resources, Inc. testing;
  - changes to the re-entry policy;
  - decrease in cohort sizes;
  - increase in numbers of computers, from 62 to 114, available for student use; and
  - addition of cabinets and sinks to a classroom to create an interchangeable classroom/skills laboratory space.
- A more stringent student attendance policy was developed and became effective on July 1, 2011.
- Board staff conducted a survey visit on January 27, 2012 (See Attachment #1).

**Pros and Cons:**

Pros:

- The program submitted a comprehensive evaluation of factors that may have contributed to the below 80% 2010 NCLEX-PN® examination pass rate.
- Corrective measures were timely instituted and evaluated.
- The administration and faculty conducted an extensive review and evaluation of the curriculum and testing processes.
- The *Differentiated Essential Competencies (2010)* are fully incorporated into the program of study.
- The effects of measures implemented to improve student performance had a positive impact on the 2011 NCLEX-PN® examination pass rate.

Cons:

- None identified.

**Staff Recommendation:**

Based upon review of the 2011 NCLEX-PN® examination pass rate; the 2011 Nursing Education Program Information Survey; the 2011 Compliance Audit for Nursing Education Programs; Board Rule 214; and the January 27, 2012 survey visit; move to change the approval status of Concorde Career Institute Vocational Nursing Education Program from full with warning to full approval, as indicated in the attached letter (Attachment #2).

### **Survey Visit Summary Report**

<b>Name of Nursing Program:</b>	Concorde Career Institute Vocational Nursing Education Program Arlington, Texas
<b>Nursing Program Director:</b>	Ione Scivally, MSN, RN
<b>Reason for Survey Visit:</b>	Focused survey visit to evaluate the program's compliance with Texas BON rules and regulations regarding a change in approval status.
<b>Date of Survey Visit:</b>	January 27, 2012
<b>Survey Visitor:</b>	Robin Caldwell, PhD, RN, CLNC
<b>Texas Board of Nursing Approval Status:</b>	Full with Warning
<b>Date of Last BON Survey Visit:</b>	June 20, 2006
<b>Name of Accrediting/Licensing Agencies:</b>	Accrediting Bureau of Health Education Schools Texas Workforce Commission

#### **Summary of Survey Visit:**

During the visit, Board staff:

- met with School Administration and Program Director Ione Scivally, MSN, RN for an opening conference;
- met separately with the Program Director;
- met with students;
- met with faculty;
- toured the classrooms, skills laboratory, and nursing offices;
- reviewed documents and files; and
- conducted a summary conference with School Administration and the Program Director.

#### Pertinent Survey Findings:

##### Administration and Organization:

The school administration expressed strong support of the vocational nursing program, as well as verbalized a commitment to the ongoing success of the program.

##### Faculty:

The program employs 24 full-time faculty members and 18 part-time faculty members. The vocational nursing faculty members present a rich diversity in both their educational preparation and professional experiences. Many of the faculty members are novices in the nurse educator role, as the time frame of teaching experiences extends from three months to three years. However, faculty members reported that they were provided an excellent and extensive orientation comprised of classroom and clinical observation time; each faculty member was paired with a designated mentor. Further, faculty members stated that the nursing program director and school administration offered support and guidance, providing various opportunities for professional development, including tuition reimbursement.

Students:

The program currently has 328 students enrolled in two tracks, full-time and part-time. The full-time track is comprised of four cohorts, while the part-time track is comprised of six cohorts. In discussions with Board staff, the majority of the student population stated they are highly satisfied with the program of study. In particular, students appreciated the excellent instructors and the wide variety of clinical learning experiences. Several students voiced unhappiness with the attendance policy in that the students perceive the policy to be rigid and strict.

Program of Study:

The students progress through five different levels/terms to complete the vocational nursing program.

The program includes the following contact hours:

Didactic	645 hours
Computer Lab	0 hours
Skills Lab	168 hours
Simulation Lab	0 hours
Direct Patient Care Experiences	787 hours

Clinical Learning Experiences:

The program of study has secured clinical contracts with a wide variety of clinical affiliates that provide opportunities for students to meet course objectives, as well as program objectives. Students are prepared for the provision of safe and competent direct patient care through faculty supervised skills lab and simulation lab experiences prior to actual clinical learning experiences.

Facilities, Resources and Services:

The school has recently leased an additional 7,545 square feet of space to include a private office for the Assistant Director of Nursing, additional work stations for faculty, two student advising rooms, and four classrooms including a computer lab dedicated to nursing. The classrooms and skills labs are modern, spacious, and fully equipped to meet learning objectives for vocational nursing students.

Records:

Documents are maintained in a locked file cabinet in a secure area. Board staff reviewed student and faculty records and determined all documents to be current, complete, and in alignment with Board Rule 214.

Total Program Evaluation:

A comprehensive Total Program Evaluation Plan is present and utilized for decision-making. Faculty minutes reflect when decisions are made, as well as provide rationales for the decisions.

**DRAFT LETTER**

April 23, 2012

Ione Scivally, MSN, RN, Director  
Vocational Nursing Education Program  
Concorde Career Institute  
601 Ryan Plaza Drive, Suite 200  
Arlington, Texas 76011

Dear Ms. Scivally:

At the April 19-20, 2012 meeting, the members of the Texas Board of Nursing discussed the approval status of the Concorde Career Institute Vocational Nursing Education Program based upon the 2011 NCLEX-PN® examination pass rate; review of the 2011 Nursing Education Program Information Survey; the 2011 Compliance Audit for Nursing Education Programs; compliance with Board Rule 214; and the January 27, 2012 survey visit. Members of the Board wish to thank you and <.....> for being present at the meeting to answer questions.

Based upon the discussion and review of documents, it was the decision of the Board to change the approval status of the Concorde Career Institute Vocational Nursing Education Program from full with warning to full approval.

If you have any questions or if we may provide assistance, please contact Board staff at 512-305-7660.

Sincerely,

Kristin K. Benton, MSN, RN  
President

Virginia D. Ayars, EdD, MS, RN  
Nursing Consultant for Education

copy: Texas Workforce Commission  
Accrediting Bureau of Health Education Schools