

**Consideration for Change of Approval Status from Full to Full with Warning
 Universal Health Services School of Vocational Education in Fort Worth, Texas
 Vocational Nursing Education Program**

Summary of Request:

Consider a proposed change in the program approval status of Universal Health Services School of Vocational Education (UHS) Vocational Nursing (VN) Education Program in Fort Worth, 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, and Board Rule 214.

Historical Perspective:

- The UHS Vocational Nursing Program began in Fall 2008. The program’s first cohort of nine students graduated in September 2009 and began taking the NCLEX-PN® examination in October 2009. Of the nine candidates who tested in 2009, eight passed the NCLEX-PN® examination; thus, the program’s overall pass rate for the 2009 testing period is 88.89%. The program’s status was changed from initial approval to full approval at the January 2010 Board meeting.
- The NCLEX-PN® examination pass rate for the 2010 testing year is 60.87%, with 14 of the 23 first-time candidates passing the NCLEX-PN®. Subsequent to the below 80% pass rate, the program director initiated a comprehensive internal self-study to identify issues related to the 2010 pass rate. The Self-Study Report was received in the Board office in August 2011.
- The NCLEX-PN® examination pass rates for the past three years are presented in the following table:

Year	BON Approval Status	NCLEX-PN® Pass Rate	Number of First Time Candidates (Passed/Total)
2011	Pending	61.54%	24/39
2010	Full (January 2010 Board)	60.87%	14/23
2009	Initial	88.89%	8/9

- Although the program implemented a number of corrective measures to improve graduates’ success on the NCLEX-PN® examination, the 2011 NCLEX-PN® examination pass rate is 61.54%, with 24 of the 39 first-time candidates passing the licensure examination.
- Corrective measures included the following:
 - Each applicant was required to take the Wonderlic pre-entrance examination that measures cognitive ability, adult verbal skills, and adult math skills.
 - The admission criteria was changed to reflect standardized pre-testing for all applicants to determine baseline knowledge.
 - In-service training was provided to assist faculty members to more effectively deal with English as a Second Language (ESL) students, as the student population in 2010 was comprised of 68% ESL individuals.
 - Four new faculty members were hired during 2010. Two of the four had master’s degrees and the other two newly-hired individuals were enrolled in graduate nursing programs.

- Seven faculty members are currently enrolled in advanced education programs (1 EdD, 4 MSN/ANP, and 2 BSN). All faculty members are registered nurses.
 - Identification of students' personal/life problems that could affect success on the licensure examination was initiated; these students were provided timely counseling from a licensed social worker/counselor at no cost to the student.
 - Assessment Technologies Institute (ATI) test scoring was elevated from 70% to 75% to ensure higher proficiency levels, with mandatory remediation for all students designed to assist students to retain higher levels of knowledge.
 - Changes were made to faculty member assignments based on director/peer observation, student feedback, test results, and instructor requests.
 - Team Supervision was added in Level III as a clinical assignment rotation to ensure students had leadership experience in the vocational nursing program, as many graduates will enter the long-term care arena and will be expected to eventually assume leadership positions. This experience added another perspective to students' understanding and application of nursing skills and critical-thinking, as students served as resource persons for the teams during the clinical learning experiences.
 - Knowledge Enrichment tutoring and remediation assistance were implemented. The system is student-driven, faculty-directed. The program administrator made this experience mandatory in the summer of 2011.
 - A voluntary tutoring program was implemented in the fall of 2011 and conducted on Monday evenings for Level I students who needed further review of content that was provided during the previous week. The average student participation rate was 80%; resultantly, these students exhibited an average 18% increase on weekly examination scores.
 - A major issue identified in the Self-Study Report was administration failed to adhere to admission criteria as directed by school policy. Further, the administration worked diligently to ensure student success and did not timely dismiss students for poor academic performance.
- The program of study, designed to be completed in 11 months, is comprised of the following contact hours:

Didactic	568 hours
Computer Lab	117 hours
Skills Lab	232 hours
Simulation Lab	0 hours
Direct Patient Care Clinical	608 hours
- Clinical learning experiences are conducted at the following clinical affiliates:
 - Kindred Hospital (post-acute care)
 - HealthSouth (in-patient rehabilitation)
 - Global (in-patient rehabilitation)
 - Universal Health Services (in-patient hospice)
 - Gladney Center for Adoption (maternal/newborn)
 - Millwood Hospital (acute in-patient psychiatric)
 - Cook Children's Fort Worth Hospital Network (pediatrics)
- The following numbers of students are currently enrolled in the identified cohorts:

September 2011	14 students
January 2012	12 students
May 2012	18 students

Pros and Cons:Pros:

- The program submitted a comprehensive evaluation of factors that may have contributed to the below 80% NCLEX-PN® examination pass rates.
- Corrective measures were timely instituted and evaluated.
- The administration and faculty conduct an ongoing extensive review and evaluation of the curriculum and testing processes.
- The program offers students a wide variety of clinical learning experiences under the direction of dedicated and experienced clinical instructors, and maintains an 8:1 ratio of student to clinical faculty.
- The *Differentiated Essential Competencies (2010)* are fully incorporated into the curriculum.

Cons:

- The effects of measures implemented to improve student performance did not have an impact on the 2011 NCLEX-PN® examination pass rate.

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, and Board Rule 214, move to change the approval status of Universal Health Services School of Vocational Education Vocational Nursing Education Program in Fort Worth, Texas from full to full with warning and authorize Board staff to conduct a survey visit, as indicated in the attached letter (See Attachment #1).

DRAFT LETTER

April 23, 2012

Raymond Clark, MA, BSN, RN, Vice President/Dean
Vocational Nursing Education Program
Universal Health Services School of Vocational Education
1208 Country Club Lane
Fort Worth, Texas 76112

Dear Mr. Clark:

At the April 19-20, 2012 meeting, the members of the Texas Board of Nursing (Board) discussed the approval status of the Universal Health Services School of Vocational Education 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, and Board Rule 214. Members of the Board wish to thank Ms. Kristin Farmer and you 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 Universal Health Services School of Vocational Education Vocational Nursing Education Program from full to full with warning and authorize a survey visit in 2012. Board staff will contact you to schedule the survey visit.

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