

**Report of Routine Survey Visits
 St. Philip's College in San Antonio, Texas, and in New Braunfels, Texas
 Vocational Nursing Education Program**

Summary of Request:

Consider the combined report of the March 27-28, 2013, routine survey visits to St. Philip's College Vocational Nursing (VN) Education Programs in San Antonio and New Braunfels, Texas (See Attachment #1.) The previous survey visits were conducted in October, 2002.

Historical Perspective:

- St. Philip's College in San Antonio, Texas, is a part of the Alamo Community College District.
- St. Philip's College VN Program in San Antonio, Texas, was established in 1949. St. Philip's College established a second VN program in New Braunfels, Texas, in 1967.
- St. Philip's College is accredited by the Southern Association of Colleges and Schools.
- The NCLEX-PN® examination pass rates for the past five (5) years for both programs are included in the table below:

St. Philip's College VN Program in San Antonio

| Exam Year | NCLEX-PN® Pass Rate | Number of First Time Candidates (Passed/Total) | BON Approval Status |
|-----------|------------------------|--|---------------------|
| 2012 | 80.49% | 99/123 | Full |
| 2011 | 90.44% | 123/136 | Full |
| 2010 | 94.24% | 131/139 | Full |
| 2009 | 92.59% | 125/135 | Full |
| 2008 | 86.67% | 130/150 | Full |

St. Philip's College VN Program in New Braunfels

| Exam Year | NCLEX-PN® Pass Rate | Number of First Time Candidates (Passed/Total) | BON Approval Status |
|-----------|------------------------|--|---------------------|
| 2012 | 100% | 14/14 | Full |
| 2011 | 100% | 17/17 | Full |
| 2010 | 100% | 13/13 | Full |
| 2009 | 100% | 8/8 | Full |
| 2008 | 100% | 8/8 | Full |

- Other health science programs offered on the San Antonio campus include Invasive Cardiovascular Technology, Radiography Technology, Diagnostic Medical Sonography, Medical Laboratory Technician, Phlebotomy, Health Information Technology, Physical Therapist Assistant, Occupational Therapist Assistant, Surgical Technology, Respiratory Care, and Histologic Technician.
- Annette F. Bailey, BSN, RN, has been serving as VN Program Director for both the San Antonio campus and the New Braunfels campus since May 2011. She has been a VN faculty member for over twelve (12) years.
- Connie Cox, BSN, RN, has been a faculty member at the New Braunfels campus for eighteen (18) years and has served as Coordinator for the past ten (10) years.

Pros and Cons from the Survey Visit:Pros:

- The program director has full authority to direct the program in all its aspects.
- The collaborative relationship between the two programs allows for combined resources and decision-making that enhance both programs.
- Modern high-fidelity simulation labs provide opportunities for students from both campuses to master skills and patient-care strategies prior to encountering actual patients in the clinical setting. The facilities also allow for interdisciplinary simulation activities with the health care programs on campus.

Cons:

- The clinical evaluation tools for all levels are basically the same and do not measure progression of students' cognitive, affective, and psychomotor achievements in course/clinical objectives.

Rationale for Recommendations:

The St. Philip's College VN programs in San Antonio and in New Braunfels were both found to be in compliance with Rule 214. The curriculum was found to be well-organized with detailed and comprehensive syllabi. The director and coordinator provide strong leadership and are open to ideas for improvement in the programs. Only the clinical evaluation tools were found to need revision to better reflect the intent of the Board rules. The current tools measure the student competencies based upon the Differentiated Essential Competencies, but do not measure progression of students' cognitive, affective, and psychomotor achievement across the curriculum.

Staff Recommendation:

Move to accept the report of findings from the routine survey visits to St. Philip's College Vocational Nursing Programs in San Antonio and New Braunfels, Texas, and to issue the requirement in the attached letter. Board Staff request a response to the recommendation by January 1, 2014.

**Summary of Combined Survey Visit
St. Philip's College
Vocational Nursing Education Programs in San Antonio and New Braunfels, Texas**

Purpose of Survey Visit: routine survey visits to both programs

Date of Visit: March 27-28, 2013

Board Staff Conducting Visit: Janice I. Hooper, PhD, RN, FRE, and Sandi Emerson, MSN, RN Nursing Consultants for Education

Board Staff met with:

- Annette F. Bailey, BSN, RN, VN Program Director
- Connie Cox, BSN, RN, VN Coordinator at New Braunfels
- Adena Williams Loston, PhD, President
- Ruth Dalrymple, Vice President of Academic Affairs
- Rose Spruill, MSN, Ed., RN, Dean, Division of Health Sciences
- Jason Easterling, Quality Coordinator for Nursing and Allied Health
- Rick Lopez, Coordinatory of the Simulation Lab
- Entire Level I VN Students in San Antonio
- Entire Level II VN Students in San Antonio
- Entire Level II VN Students in New Braunfels
- 21 VN Faculty

Board Staff:

- Reviewed the curriculum materials including all syllabi;
- Reviewed the Student and Faculty Handbooks;
- Reviewed VN policy book;
- Reviewed the clinical evaluation tools;
- Reviewed the total program evaluation plan and minutes;
- Reviewed student and faculty files;
- Reviewed clinical contracts and clinical schedules;
- Reviewed faculty lists for each program site;
- Toured educational facilities, nursing classroom and skills lab on the New Braunfels campus;
- Toured the Health Science Building on the San Antonio Campus including nursing offices, student areas, classrooms, skills labs, and simulation lab; and
- Conducted exit interview.

Summary of Findings:

Philosophy/Mission and Objectives/Outcomes

- A matrix has been developed indicating that the *Differentiated Essential Competencies for Graduates of Texas Nursing Programs* (DECs) are included in the curriculum.
- The total program evaluation plan includes an evaluation of measures to determine that the program is in compliance with Board rules as well as an evaluation of measures of the effectiveness of major aspects of the program.

Administration and Organization

- The administration expressed strong support for the VN programs at both campuses.
- Since most of the health care programs at St. Philip's College are accredited by specialty accreditation organizations, they are considering seeking NLNAC accreditation for the VN program.
- Though the two sites have been established as separate programs with separate NCLEX examination pass rates, they work very closely together using the same curriculum, total program evaluation, stated outcomes, and clinical evaluation tools. Some of the faculty provide instruction at both sites.
- The two programs work very closely with each other through faculty meetings, curriculum changes, and decision-making.

- The program director possesses strong leadership skills and expressed her interest in building a cohesive faculty group. She initiated the recent revision of all policies for the VN program.

Faculty

- The 2012 NEPIS indicated a total number of nursing faculty in San Antonio was 29: 19 full time and 10 part time faculty. Two (2) faculty were listed for the New Braunfels site, though other faculty from the San Antonio campus are available to assist with instruction there.
- All faculty serve on departmental committees through a volunteer system.
- The total program evaluation plan is activated through the committees, however, Board Staff suggested utilizing staff to take minutes at faculty meetings to free nursing faculty for more participation in decision-making
- The faculty handbook was reviewed and all required policies are in place.
- Several of the nursing faculty have taught for over thirty (30) years.
- Though many faculty hold MSN degrees, no one was identified among the group as a curriculum specialist.
- One faculty member provides instruction for the online courses, but other faculty have been trained for online instruction.

Students

- Board Staff met with all students currently enrolled in three (3) different cohorts (Level I and Level II students at the San Antonio campus, and Level II students at the New Braunfels campus).
- As Board Staff interacted with students in each of the three (3) groups, all students were very articulate and professional in their manner.
- Areas recognized as strengths during the conversations were clinical practice settings including pre- and post-conferences, faculty supervision during clinical experiences, and lab/simulation experiences.
- The students praised the faculty and it was apparent that though students enroll at St. Philip's College because of location and tuition, they remain loyal to the programs because of the faculty.
- The total number of students at the San Antonio campus is 126 (56 in Level I and 70 in Level II). The total number of students in New Braunfels is eleven (11).
- The admission criteria are appropriate for VN education and students are only permitted to re-enter the program after one (1) failure of a course.
- The San Antonio program admits students each August and each January. Their enrollment capacity for each cohort is 100.
- The New Braunfels program admits one class each August and their enrollment capacity is 30.
- The programs have not been able to enroll the number of students they are prepared to teach and attribute this to the competition from newer programs in the area who have multiple entry times.
- The San Antonio program had 127 graduates during the 2011-2012 academic year. Eighty seven (87) students graduated in December 2012.
- The New Braunfels program had 15 graduates during the same period.
- Students express that they have input into the program of study through faculty or director, and that student issues are given full consideration. Board Staff suggested a more formal method of student involvement in the governance of the program.
- Students expressed that they value one-on-one time with faculty, especially in the first semester.
- Board Staff reviewed the Student Handbook and found that all required student policies are included.
- The director commented on the growing difficulty for VN students to find employment following graduation. Many of the students enroll in further education to become registered nurses.

Program of Study

- The curriculum is logically organized with sound educational principles.
- Board Staff reviewed all syllabi and additional course information. All syllabi are detailed with objectives, descriptions and grading criteria for assignments, clear grading rubrics for each course, readings, correlation with the DEC's.
- The program uses standardized testing throughout the program and takes advantage of the remediation packages included.
- The faculty continually evaluate the effectiveness of the curriculum through course evaluations and comments from students and faculty. They readily make changes when warranted.

- Courses taught online include Foundations and Growth and Development. All courses use online enhancement. Students suggested the online courses could be more interesting with pod casting and imaging of the instructor.
- Board Staff encouraged St. Philip's College to make the VN programs more visible in the community through information on the web page and recruitment activities.

Clinical Learning Experiences

- Contracts with clinical affiliating agencies are current. Because of a history of long relationships with clinical agencies, the VN students have access to a wide range of clinical experiences. It is becoming more difficult to establish clinical arrangements with acute care settings and for maternity and pediatric experiences.
- The New Braunfels program has established a new contract with a new rehabilitation hospital that is providing valuable opportunities for students. Students report that the nursing staff there is very welcoming and student-friendly.
- The clinical evaluation tools for all levels are basically the same and do not measure progression of students' cognitive, affective, and psychomotor achievements in course/clinical objectives. Board Staff discussed the tools with the director and coordinator, offering suggestions for revision and improvement.
- A clinical coordinator facilitates clinical contracts and scheduling.
- Modern high-fidelity simulation labs provide opportunities for students from both campuses to master skills and patient-care strategies prior to encountering actual patients in the clinical setting.

Facilities, Resources, and Services

- The Health Sciences Building on the San Antonio campus is a modern, two-year old building with multiple practice labs and simulation settings that can be used by all programs. It was designed to be used as a hospital in cases of emergency.
- The campus has a full library and student services accessible to the nursing students.
- The nursing programs follow the records and retention policies of the college.

Total Program Evaluation

- The total program evaluation plan includes all required aspects in Rule 214.13 and there is evidence that the plan is used.
- Board Staff suggested including more data in the minutes to provide better evidence of decision-making by the faculty.

DRAFT LETTER

April 22, 2013

Annette Bailey, BSN, RN, Director
Vocational Nursing Program
St. Philip's College
1801 Martin Luther King Drive
San Antonio, Texas 78203

Dear Ms. Bailey:

At the April 18-19, 2013 meeting, the members of the Texas Board of Nursing discussed the report of the March 27-28, 2013 survey visit to St. Philip's College Vocational Nursing Programs in San Antonio, Texas, and in New Braunfels, Texas. Based upon the discussion and review of the survey report, it was the decision of the Board to accept the findings from the survey visit, congratulate the program on its performance, and to issue the following requirement:

1. The faculty shall review and revise the clinical evaluation tools to measure progression of students' cognitive, affective, and psychomotor achievements in course/clinical objectives across the curriculum. The revised clinical evaluation tools shall be submitted to Board Staff no later than January 1, 2014.

A requirement is a mandatory criterion based on program assessment directly related to the rules that must be addressed in the manner prescribed. Failure to comply with the Board's requirement, as stated herein, may result in the imposition of additional conditions or restrictions and/or affect the program's current approval status.

If you have any questions or if we may be of assistance, please contact Board staff at (512) 305-6814.

Sincerely,

Kathy Shipp, MSN, RN, FNP
President of the Board

Janice I. Hooper, PhD, RN, FRE
Nursing Consultant for Education

copy: Adena Williams Loston, PhD, St. Philip's College President
Connie Cox, BSN, RN, Coordinator