

**Report of a Survey Visit
 Dallas Nursing Institute in Dallas, Texas
 Vocational Nursing Education Program**

Summary of Request

Consider the report of the June 19, 2013 survey visit to the Dallas Nursing Institute in Dallas, Texas Vocational Nursing Education Program authorized by the Texas Board of Nursing at the April 2013 meeting due to the change of program approval status from Full to Full with Warning (See Attachment #1). The survey visit was conducted by Gayle Varnell, PhD, APRN, CPNP-PC, Contracted Program Evaluator.

Historical Perspective:

- The Dallas Nursing Institute (DNI) Vocational Nursing (VN) Education Program has been in operation since 1991.
- DNI was initially accredited by the Accrediting Bureau of Health Education Schools (ABHES) in 1999, with current ABHES accreditation through December 2016.
- Patricia Perryman, MSN, RN has served as the VN Program Director since April 2009 and meets all qualifications set forth by Board Rule 214.6. Administration and Organization.
- The NCLEX-PN® examination pass rates for the past eight (8) years are provided in the following table:

Exam Year	NCLEX-PN® Examination Pass Rate	Number of First-Time Candidates (Passed/Total)	BON Approval Status
2012	74.69%	360/482	Full
2011	79.48%	275/346	Full
2010	80.11%	286/357	Full
2009	87.12%	284/326	Full
2008	88.02%	169/192	Full
2007	94.70%	125/132	Full
2006	92.21%	71/77	Full
2005	100.0%	21/21	Full

- Due to the 79.48% pass rate on the 2011 NCLEX-PN® examination, the program was required to submit a Self-Study Report that evaluated factors contributing to graduates' performance and a description of corrective measures to be implemented.
- Although corrective measures were initiated, the 2012 NCLEX-PN® examination pass rate was 74.69%.
- Texas Board of Nursing (Board) Staff conducted a focused survey visit to the program on April 26, 2011, due to media reports and Texas Workforce Commission actions related to the governing entity, ATI Career Training Center. At the time of the site visit, one thousand sixteen (1,016) students were enrolled in the program.
- According to 2012 Nursing Education Program Information Survey (NEPIS) data, the program of study is comprised of the following:

Didactic Hours:	568 hours
Clinical Hours:	
Computer Lab	50 hours
Skills Lab	116 hours
Simulation Lab	78 hours
Patient Care Clinical Situations	596 hours
Total Hours:	1408 hours

- At the April 2011 Board meeting, members of the Board voted to restrict the number of new students admitted to the VN program to fifty (50) students per quarterly enrollment period to ensure that clinical learning experiences were adequate and appropriate to accommodate the learning needs of all students. At the June 2013 survey visit, this restriction had been implemented.

A review of the 2012 NEPIS reveals the following cohort enrollment data:

<u>Cohort Enrollment</u>	<u>Enrollment</u>
September 2011	70
October 2011	139
November 2011	57
January 2012	50
April 2012	49
July 2012	50

The 2013 VN enrollment has been:

First Term	48
Second Term	48
Third Term	52
Fourth Term	65
Total VN Students	213

- The numbers of faculty members, as presented in the 2012 NEPIS, are:
Full-time faculty members - 44
Part-time faculty members - 9
- At the June 2013 survey visit, the numbers of faculty members are:
Full-time faculty members - 19
Part-time faculty members - 2
- Ms. Perryman currently co-teaches the two (2) credit hours SBER 4020 State Board Examination Review Course with Ms. Gwendolyn Gaston, Director of the Associate Degree Nursing Education Program.
- Based upon the April 18-19, 2013 Board meeting, the approval status of the DNI-VN Education Program was changed from Full to Full with Warning and a survey visit was authorized for spring 2013. The survey visit was conducted on June 19, 2013 by Gayle Varnell, PhD, APRN, CPNP-PC, Contract Program Evaluator (See Attachment #1).

Summary of Survey Findings:

- The Program Evaluator identified many strengths in the program.
- Findings from the survey visit indicated that the program is essentially in compliance with Board Rule 214; however, the Differentiated Essential Competencies (DECs) are not consistently applied throughout the curriculum.

Pros and Cons from Survey Visit:

Pros:

- The director and faculty reported that the VN program receives strong support from DNI administration.
- Michael Johnson, MBA, MEd, Director of Education, was hired in May 2012 and has provided numerous workshops and opportunities for the faculty to enhance their course delivery.
- The program recently had a reduction in faculty (RIF) and there are currently nineteen (19) full-time and two (2) part-time faculty employed. The faculty appear to be cohesive and supportive of each other and teach to their areas of expertise.
- The director of the VN Program is funded to participate in the Texas Association of Vocational Nurse Educators (TAVNE) annual conference and attends annually.
- The program meets a need in the community for a VN education program and receives strong support from clinical affiliates.
- The program has adequate contracts with clinical affiliating agencies in order for students to meet all clinical objectives in the program.
- All clinical learning experiences occur in faculty supervised, direct-patient care, hands-on, clinical settings. The program utilizes simulation to prepare students for hands-on patient care and for remediation purposes.

- The last of the students who entered under the previous admission standards are in their final quarter.
- The VN program submitted a Self Study Report to the Board for the 2012-2013 academic year and have implemented the corrective measures outlined in the report.

Cons:

- The program learning outcomes and course syllabi objectives do not fully reflect the *Differentiated Essential Competencies (DECs) (2010)* objectives.
- Some of the students interviewed, when asked if there were clear policies in place, stated that they felt like the policies keep changing. They did state, however, that they are made aware of any changes and the changes are posted online.

Rationale for Recommendation:

Rule 214.9(a) states, in part, that the program of study shall include both didactic and clinical learning experiences and shall be designed and implemented to prepare students to demonstrate the *Differentiated Essential Competencies (DECs)(2010)*.

Since an inconsistency of application of the DECs was evidenced by document review during the survey visit, Board Staff recommend issuing a requirement that the program director and faculty review and revise all curriculum documents to ensure consistency of the application of the DECs throughout.

Staff Recommendation:

Move to accept the report of findings of the survey visit, due to a change of program status from Full to Full with Warning, to the Dallas Nursing Institute in Dallas, Texas Vocational Nursing Education Program and issue the following requirement, also noted in the attached letter (See Attachment #2):

Requirement:

The program director and faculty shall review all curriculum documents to ensure consistency in the application of the DECs throughout. The program director shall submit revised documents to Board Staff no later than December 31, 2013.

**Summary of Survey Visit
Dallas Nursing Institute in Dallas, Texas
Vocational Nursing Education Program**

Purpose of Survey Visit: At the April 2013 Board meeting, Board members changed the approval status of the program from Full to Full with Warning and authorized a survey visit in Spring 2013.

Date of Visit: June 19, 2013

Board Staff Conducting Visit: Gayle Varnell, PhD, APRN, CPNP-PC, Contracted Program Evaluator

Program Evaluator met with:

- Patricia Perryman, MSN, RN, Executive Director, Director Vocational Nursing (VN) Education Program
- Gwendolyn Gaston, MSN, RN, Director Associate Degree Nursing (ADN) Education Program
- Michael Johnson, MBA, MEd, Director of Education
- Patricia Wilson, MS, MSN, Vice President of Accreditation and Compliance ATI Enterprises, Inc.
- Iris Hobson, RN, MSN, DHEd, VN/ADN Program Faculty
- P.K. Williams, AS, RN, VN Program Faculty
- Jim Hamilton, BSN, RN, VN Program Faculty
- Angela McKoy, LVN, VN Program Faculty
- Christian Huskey, BSN, RN, VN Program Faculty
- Susan Earielo, LVN, VN Program Faculty
- Judy Fleming, LVN, VN Program Faculty
- Nancy Deitchman, BS, DC, MBA, VN/ADN Program Faculty
- Anne Boroff, BSN, RN, VN Program Faculty
- Twenty-Eight (28) VN Students (Fourth level)

Program Evaluator conducted the following activities:

- held initial conference with directors and administration;
- met with faculty members;
- interviewed students;
- observed classroom teaching;
- toured campus and facilities including admissions, financial aid, career services, education development, and the library;
- reviewed records and documents including: student and faculty files, minutes of faculty meetings, student and faculty handbooks, syllabi, clinical evaluation tools, and the Total Program Evaluation (TPE) Plan, and
- conducted exit interview with directors and administration.

Summary of Findings:

Findings Related to Administration:

- The VN program at Dallas Nursing Institute (DNI) is part of DNI's Education Department that also includes an ADN Program and a Respiratory Therapy (RT) Program. The RT Program is in teach out status and will be completed by September 30, 2013.
- There is a pending purchase of DNI by Marblegate Special Opportunities Master Fund, LP; Visium Balanced Master Fund, Ltd.; and Visium Credit Master Fund, Ltd., and they will create DNI Education, Inc.
- The current administration expressed strong support for the VN program.
- The current organizational chart was reviewed with current administration.
- Ms. Perryman assumed her duties as program director in March 2009, and continues to serve in that role. In addition, she has been the Executive Director of DNI since May 2010. Ms. Perryman was originally hired by DNI in August 2008 as an instructor in the VN program.
- The director reported that the majority of graduates remain in the community and are able to find employment in local hospitals and clinical agencies.

Findings Related to Program of Study:

- The VN program is a twelve (12) month, fifty-one (51) credit hour program of study that is based on sequential learning. There are a total of 1408 contact hours in the program of study: 568 didactic hours and 840 clinical contact hours (computer lab-50; skills lab-118; simulation lab-78; patient care clinical situations-596).
- The program is well organized and includes all Board required content.
- The curriculum is designed to ensure students are competent in skills prior to entering the clinical setting.
- The curriculum does not include intravenous (IV) therapy.
- The VN curriculum design allows a smooth transition into the DNI-ADN program.
- The *Differentiated Essential Competencies (DECs) (2010)* have been incorporated into the curriculum in the clinical evaluations and faculty handbook, but are not specifically addressed in the program outcomes, student handbook, or course objectives.
- The teaching model is based mainly upon face-to-face modalities.
- Faculty and students use Engrade for the grade book.
- Admission policies have sufficient rigor to ensure that qualified applicants are admitted into the program, including a weighted point system in college level prerequisite courses.
- Standardized testing is used throughout the program for progression, remediation, and graduation purposes.
- The program has implemented required remediation and tutoring as well as an NCLEX-PN® review course.
- Tutorial services are offered to students who need assistance.

Findings Related to Faculty:

- The VN instruction is carried out by experienced LVN and RN faculty members.
- The program director co-teaches one (1) two-hour course.
- The 2012 NEPIS reports that there were thirty-nine (39) full-time and nine (9) part-time faculty members.
- At the June 19, 2013 survey visit, there were a total of twenty-one (21) faculty members who taught in the VN program. Nineteen (19) faculty members were full-time and two (2) faculty members were part-time.
- The downsizing of faculty impacted both student and faculty morale.
- Ms. Perryman attends the annual Texas Association of Vocational Nurse Educators (TAVNE) conference.
- Faculty members are actively engaged in curriculum planning, implementation, and evaluation.
- Board required policies are documented.
- Faculty members communicate frequently and meet regularly. Minutes of faculty meetings are maintained.

Findings Related to Students:

- The VN program admits students four (4) times a year with a maximum of fifty (50) candidates per enrollment period for a total of two hundred (200) maximum candidates per year.
- Currently there are two hundred thirteen (213) students enrolled in the VN program:

First Term	48
Second Term	48
Third Term	52
Fourth Term	65
Total VN Students	213
- Students stated that they enrolled in the DNI-VN program because of location, tuition, and the ability to begin the program sooner than other programs.
- Several students reported they plan to seek further education to become registered nurses.

Findings Related to Clinical Learning Experiences:

- The program has active clinical contracts with affiliating agencies that provide a variety of appropriate clinical experiences for the curriculum.
- All clinical learning experiences occur in faculty-supervised, direct-patient care, hands-on clinical settings.
- The clinical evaluation tools are based on the Differentiated Essential Competencies (DECs) and are individually based upon the course content and measure progression of student behaviors across the curriculum.
- Formative and summative evaluations are evident.
- Board faculty-to-student ratios are maintained.

Findings Related to Facilities, Resources, and Services:

- The program is located on the Dallas campus.
- There are quarterly admission periods with a maximum total of fifty (50) students accepted each admission period.
- The building housing the VN program is appropriately equipped and offers a positive learning environment.
- The director/coordinator has a large private office that is conveniently located to the other VN faculty offices.
- Full-time faculty members are provided with fully-furnished private offices.
- The facilities include restrooms as well as faculty and student lounges and break areas.
- The VN program classrooms, the four (4) nursing skills laboratories, and simulation room are adequately equipped.
- The director stated that resources are adequate and meet the educational objectives.

DRAFT LETTER

October 21, 2013

Patricia Perryman, MSN, RN, Director
Vocational Nursing Education Program
Dallas Nursing Institute
12170 North Abrams Road, Suite 200
Dallas, Texas 75243

Dear Ms. Perryman:

At the October 17-18, 2013 meeting, the members of the Texas Board of Nursing considered the report of the authorized survey visit to the Dallas Nursing Institute, in Dallas, Texas Vocational Nursing Education Program. The program was found to be essentially in compliance with all aspects of Rule 214; however, consistent application of the Differentiated Essential Competencies in the curriculum is not apparent. Based upon the discussion and review of the survey visit report, it was the decision of the Board to accept the findings of the survey visit and to issue the following requirement.

Requirement:

The program director and faculty shall review all curriculum documents to ensure consistency in the application of the DEC's throughout. The program director shall submit revised documents to Board Staff no later than December 31, 2013.

Requirements are mandatory criteria based upon program assessment directly related to the rules that must be addressed in the manner prescribed.

If you have any questions, or if we may be of assistance, please contact Board Staff at Virginia.ayars@bon.texas.gov or 512-305-7660.

Sincerely,

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

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

copy: Patricia Wilson, MS, MSN, Vice President of Accreditation and Compliance ATI Enterprises, Inc.
Texas Workforce Commission
Accrediting Bureau of Health Education Schools